



PATHFINDING
OUTFITTERS

Beloved Economies

A design for innovation

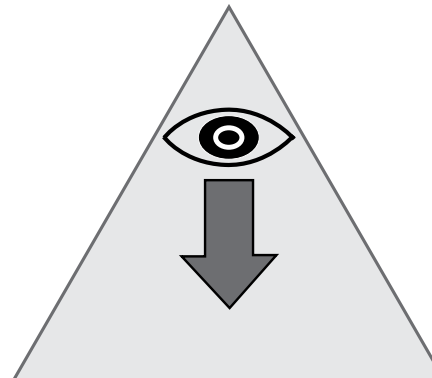
We exercise our right to design when we imagine, decide, & build together

For 7 years Jess Rimington & Joanna Cea convened co-learners to study **breakthrough innovation**: ways of working that produce exceptional results while prioritizing well-being, meaning, connection & resilience.

A book, *Beloved Economies: Transforming how we work* (2022) & a website, belovedeconomies.org describe what they are learning.

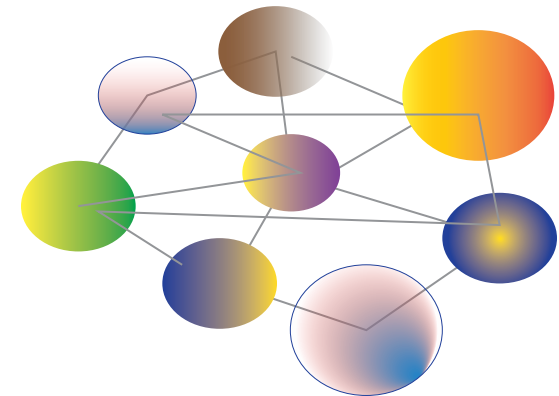
Key ideas

- Business as usual uses people up without providing for renewal. Full lives are sacrificed to efficiency & exclusion. Budgets balance on the extracted labor of families & direct support workers.
- Business as usual is not sustainable. It drains people & other resources & generates inequality. We have to change how we work.
- Broadly distributed **rights to design** are the key to breakthrough innovations that liberate us from business as usual.
- When diverse groups imagine what more is possible & act together they can change the social constructs that repeat business as usual.
- Beloved economies are already being imagined & co-created.
- Breakthrough innovators tend to follow **seven practices** (summarized on the following page).



Consolidated Right To Design

Business as usual consolidates the right to design & holds it at the top of a hierarchy. Those authorized by the top define possibilities, decide on strategies & assign subordinates to execute. Others may be consulted or sold the design but they do not own the process.



deconsolidated right to design

Diverse actors with authority to decide, employ multiple ways of knowing to search for what more is possible. Investment in relationships & acknowledgment of history builds trust & enables sharing learning, insights, risks, & rewards. Shared reflection & evaluation of rapid prototyping cycles open the process to shared decision making. A sense that time is sufficient develops.

Deconsolidation of the right to design is the first step into breakthrough innovation.

