

Labs Services

Advising executives to realize greater impact through the power of courage, connection, and community.



What Do We Do?

We work with inspiring leaders and organizations who choose to have the courage to bridge silos, desire connection to leverage collective assets, and build community to create the future we want to see, together. Through that experience, we have developed a series of customizable Labs to support leaders at every stage of solving their problems.

How Do We Do It?

Executive Problem Solving, Facilitation, and Cross Sector Collaboration

X Sector Labs coaches executives and their teams to create clarity and maximize impact. Using an asset-based, innovative approach, we help realize greater impact through turning big ideas into action.

We often engage in long term contracts to help leaders design a new strategy or an innovative program to increase their impact. That said, we know firsthand time can be of the essence and taking months to develop a thoughtful, data driven process isn't always the best move. Sometimes, especially these times, moving fast is critical - so we designed a series of labs to help executives meet their needs where they are.



X LAB

1:1 working session
2-4 hours

These quick, fast paced working sessions are invaluable for leaders who need a thought partner and a safe, focused environment to find the clarity to tackle tough problems.

Example Outcomes:

- Ecosystem reviewed and mapped to goals
- Diagnostic completed to assess:
 - Top goals and priorities
 - Key barriers and risks
 - Action plan for addressing top priorities and risks
- Enhanced clarity and focus
- 2-3 coaching sessions (as needed)



CO LAB

Small group design lab
2-4 hours

Need your go-to team on the same page? These quick design labs are useful for bringing a core group of leaders together to align on what matters most, and how the group can work best together to make their vision a reality.

Example Outcomes:

- Alignment on shared goals, motivations, and assets
- Co-created desired outcomes, top goals, and priorities
- Action plan developed
- Enhanced clarity and focus
- Increased trust and enhanced team performance



IMPACT LAB

Up to 25+ participants
Half-day to multi-day

Enhance your board performance, gather community insights, or host a full-blown cross sector collaboration. These labs are designed to flex to your needs. We help you think outside the box, while driving big ideas into action and realizing the impact you desire.

Potential activities might include:

- Co-creating shared visions and aligning motivations
- Fostering community trust
- Stakeholder mapping, landscape analysis
- Human-centered design and rapid innovation
- Asset mapping: Review available tools and identify new ones
- Launching new ventures

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Case Studies: Labs in Action

X Lab

Getting Results: This session resulted in a clear action plan for the next quarter, addressing potential risks and highlighting important decisions to make along the way.

For this CEO, time was of the essence. She was facing a pivotal moment for her organization and wasn't ready to tell her team. First, she wanted to identify all of the potential implications of the pivot and talk through risk mitigation strategies. In a short time, we reviewed the marketplace and her business, and created a realistic action plan she could clearly communicate with her team.

"Executives rarely take the time to step back and reflect, often until it is too late. This was a fun, safe and welcoming environment. I was able to gain clarity by downloading everything I think about and you helped it take shape."

"This experience gave structure to a very abstract idea. The CoLab was a great way to meet new members of our team and develop a working relationship in a short time period. The tools used for the brainstorming activities allowed all individuals to provide their own ideas without succumbing to group-think, or having their voices overlooked by more extroverted members."

Co Lab

Getting Results: A unified vision and values for leveraging an opportunity zone to define the future of food, environmental sustainability and energy technology.

Three leaders from different industries who had never worked together before, had the unique opportunity to design the future they wanted to work and live in. In order to do so, they needed to get to know one another, build a foundation of trust, align their motivations and co-create a vision they all believed in. They were able to do just that through this ½ day experience. We conducted the lab on the grounds they would be building on, and we explored what mattered most to each of the leaders, and co-created the first prototype they would use to build out their idea.

Impact Lab

Getting Results: A business plan and management criteria for an innovation incubator for mental health services based on insights and recommendations from its user community.

The state committed millions of dollars to stimulate innovation across its counties to significantly improve mental health services and outcomes, but something was getting in the way and they weren't sure what. Through partnering with XSL to host and facilitate Impact Labs across the state, we were able to collaborate with mental health professionals and consumers from all sectors, identify bright spots, barriers, and wishlists counties needed to incubate mental health innovation in California. We were able to garner community buy-in, foster important relationships, and create a strategy to develop, test, and scale new approaches to solve old problems effectively and efficiently.

"The diversity of experience and skills in the room was invaluable and the facilitators did a great job in garnering inputs from the participants and taking them through the Human Centered Design process to truly get the most out of their expertise."