

* The Red Hills Action Lab

* From Idea to Institution: A Diagnostic for Execution Readiness

THE PROBLEM

Most initiatives don't fail because of weak ideas. They stall because execution infrastructure—governance clarity, decision rights, operating capacity—was never formally built. By the time leaders recognize the gap, momentum has slowed and the window for course correction is smaller.

WHAT IT IS

The Red Hills Action Lab is a structured diagnostic experience that helps leaders pressure-test execution readiness before problems become visible. This is not a brainstorming session or vision exercise—it is a rigorous, real-time examination of what must be structurally true for meaningful progress over the next 3 to 12 months.

THE DIAGNOSTIC FRAMEWORK

Governance & Decision Rights

Are decision rights defined or assumed? Who owns the next critical decision?

Operating Model Readiness

Does the current model have the systems and capacity required to scale?

Ownership & Accountability

Is responsibility centralized, diffused, or codified into durable roles?

Execution Risk & Scale Readiness

If resources increased, could the structure absorb them?

WHO THIS IS FOR?

- Nonprofit leaders scaling programs
- Foundations deploying new initiatives
- Corporate strategy & transformation teams
- Cross-sector partnerships navigating governance complexity

WHAT YOU LEAVE WITH

- Execution risks surfaced before they slow progress
- Governance & decision gaps identified early
- 2–3 concrete operating priorities for the next 90 days
- Shared leadership understanding of deployment readiness

THE DIAGNOSTIC QUESTIONS

- Who owns the next critical decision?
- What has to exist for this to run without you?
- Where does this break at the next level of scale?
- How will you know in 90 days if this is working?
- What capability must be built that doesn't exist today?
- What is the first real-world bottleneck?

FORMAT OPTIONS

- 90-Minute Action Lab (Virtual or In-Person)
 - Conferences & Executive Forums
- Half-Day Workshop
 - Leadership Retreats & Strategy Sessions
- Full-Day Lab
 - Organizational Transformation

PROVEN IN PRACTICE

- Piloted at The Meridian Guild's *Beyond the Frontiers 2026* Convening, Washington, DC

Facilitated by Renée Jones, Founder and CEO of Red Hills Consulting Group and former strategy and transformation leader at Deloitte, PwC, and Capgemini.

Sarah Drake, M.S., Action Lab Participant, *Beyond the Frontiers 2026*

I now know that I'm way more ready than I realized. I have the confidence, motivation and inspiration to do the work needed to be ready for the growth, support and scale that's in my future.

Dr. Ken L. Harris, Ph.D., Action Lab Participant, *Beyond the Frontiers 2026*

Your facilitation created the kind of environment that serious builders and institution-makers need—one that moves beyond theory and forces us to confront the structural, governance, and operational questions that determine whether bold ideas can evolve into enduring institutions... These are precisely the conversations required if we are serious about building systems that last.

