**MIT Leadership Lab 2011 Fall/ IAP**
**Project team: Sophia Lin, Sujata Singhal, Wahib Aslam**
**Host Organization: Noroeste Sustentable (NOS)**

**Project Objectives**
- Form an incubation process by conducting case studies for NOS’s existing initiatives
- Use Leadership Lab tools to surface underwater assumptions of NOS’s internal dynamics
- Practice L-Lab tools to foster and enhance dialogue between the MIT and NOS teams
- Help NOS to build management capacity by sharing financial planning and data gathering tools

**On-site Activities**
- Conducted interviews to understand how community-based initiatives were conceived and developed
- Participated in multi-stake holders’ meeting to understand dialogue effectiveness among stakeholders
- Conducted mini-evaluation of employee attitudes, thoughts and actions at NOS utilizing two forms of questionnaires
- Developed survey for college students to use with fisherman to understand their mental models and find ideas for incubation initiatives
- Built financial model and trained NOS employees on basic financial planning tools
- Worked on plan to replicate Recycling Program initiated at El Manglito to entire La Paz city

**Recommendations**
- Sustainable funding comes from good project management and execution
- Community based initiatives need a full-time specialist or manager to ensure consistent operations and to also grow existing initiatives
- Reposition NOS as environmentally friendly organization by making Zero Waste office & use recycling paper for its stationery including visiting cards
- Use “Lessons Learned” data to explore best practices and new strategies for accountability

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**Supply of Capital $$$**
**Creation of Value**
**Funding Vehicles**
**Well-executed and Managed Social Projects**
**Social-missioned Players**