The Capability Planning Canvas

Build Once · Replicate · Scale · Sustain

Beyond the Initial Build

Creating a solution is only one consideration in building capability.

Use this canvas to examine what you're developing, how it might be replicated, what would be required to scale it, and how its value could be sustained.

What capability am I building or strengthening?

YOUR OPERATING CONTEXT

Select the context most relevant to your work:

- ☐ Building capability within an organization
- ☐ Building capability within my own practice
- ☐ Building capability for a client organization
- ☐ Other: _____

FOUR CAPABILITY CONSIDERATIONS

BUILD ONCE
Establish the Capability

What are we creating, and what must it accomplish?

- What need or opportunity does the capability address?
- What must people be able to do or accomplish?
- What would demonstrate that the capability is effective?

My considerations:

_____

_____

REPLICATE
Make It Repeatable

What would allow this to work again?

- What must remain consistent?
- What can be adapted?
- What knowledge, tools, or processes would allow others to reproduce the work?

My considerations:

_____

_____

SCALE
Extend the Reach

What would it take to expand this capability?

- What would be required to reach more people, teams, or locations?
- What resources, systems, or partnerships might be needed?
- What could constrain growth or compromise quality?

My considerations:

_____

_____

SUSTAIN
Maintain the Value

What will allow the capability to continue delivering value?

- Who will own and maintain the capability?
- What resources, accountability, or governance must remain in place?
- How will effectiveness and relevance be maintained over time?

My considerations:

_____

_____

Developed by Dr. Angela C. Hill, Founder and Principal Consultant, Created2Catapult

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From Consideration to Application

Look Across the Four

What have I already established?

Which consideration needs more attention, and why?

What assumptions should I examine before moving forward?

Consider Your Operating Context

If you're building within an organization:

What alignment, resources, ownership, or governance will enable the capability to continue?

If you're building within your own practice:

What would allow the capability to expand without making your personal involvement the limiting factor?

If you're building for a client organization:

What must the client be able to own, replicate, scale, and sustain independently?

Identify Your Next Decision

What is one decision that could strengthen the capability you're building?

What information or support would help you make that decision?

A PERSPECTIVE TO CARRY FORWARD

Building capability requires attention to both what is created and the conditions that allow it to continue delivering value.

What becomes possible when you design beyond the first successful implementation?

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