changemaking

aaron proietti

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- introvert
- nerd
- innovator
- volunteer
- entrepreneur
- changemaker

your adventure

Source: dall-e-2 artificial intelligence platform

- As your call to adventure, identify a challenge that you feel energy to take on:
  - A future you'd like to bring into existence
  - A problem that you need to solve
  - An action that you wish to take
  - A problem facing your community

your adventure

Source: dall-e-2 artificial intelligence platform

- Some reasons you may be hesitant to face the challenge:

LACK OF RESOURCES	FEAR
LACK OF KNOW-HOW	LACK OF AUTHORITY
LACK OF SUPPORT OR TIME	SYSTEMIC BARRIERS
ANTICIPATION OF RESISTANCE	IT'S TOO HARD/ BURNOUT

your adventure

Source: dall-e-2 artificial intelligence platform

How can we gain the confidence to accept this call to adventure?

Through a C.H.A.N.G.E. framework, you will learn an approach to gain the power of becoming a

changemaker

systems thinking

> *Every system is perfectly designed to achieve the result it gets.*
>
> W. Edwards Deming

○ Systems Thinking is a framework for understanding complex adaptive problems and designing effective solutions.

○ When solving complex adaptive problems, it's important to consider the whole system picture, rather than just the isolated parts when driving change.

cynefin model

COMPLEX
- Unknown, adaptive system
- Test-and-learn

CHAOTIC
- Unknowable, adaptive system
- Act to stabilize

COMPLICATED
- Unknown, technical system
- Utilize experts

SIMPLE
- Known, technical system
- Use best practices

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C CLARIFY your goals

H HARNESS your potential

A ASSESS your options

N NAVIGATE the challenges

G GROW through experimentation

E EMERGE as a changemaker

CLARIFY your goals

The first step to making change is to define what you want to achieve and articulate why it is important.

- ○ Use specific language.

- ○ Identify metrics that matter.

- ○ Balance aspirational goals with attainable goals.

- ○ Articulate a compelling vision.

"
Vision without action is a dream.
Action without vision is a nightmare.

Japanese Proverb

CLARIFY
your goals

shared vision

A collectively desired
future state
to which each member
can feel a
personal connection.

HARNESS your potential

The second step to making change is to prepare yourself by honing your skills and building your network.

- Find motivation; this is where many ideas die.

- Develop yourself through research and training.

- Develop a coalition of partners in change.

- Build interdependent relationships.

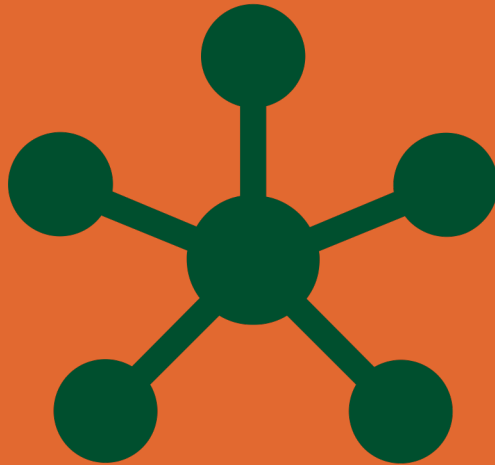"The only person you are destined to become is the person you decide to be.

Ralph Waldo Emerson

A ASSESS your options

The third step to making change is to evaluate different strategies and approaches.

○ Map out the system(s) to change.

○ Weigh costs and benefits.

○ Expose your biases and mental models.

○ Brainstorm, prioritize, and select your courses of action.

"We can't solve problems using the same kind of thinking we used when we created them.

Albert Einstein

NAVIGATE the challenges

The fourth step to making change is to develop an action plan that can overcome obstacles and resistance.

- ○ Engage with stakeholders, enlist allies, and co-create solutions.

- ○ Raise awareness to influence change.

- ○ Build feedback loops, resourcefulness, and resilience.

- ○ Anticipate and address concerns and constraints.

" "

What stands in the way becomes the way.

Marcus Aurelius
Meditations

GROW through experimentation

The fifth step to making change is to enhance your capacity to produce results that benefit the whole.

- ○ Respect complexity; test your ideas.

- ○ Evaluate, iterate, and refine your approach.

- ○ Lead in a learning environment.

- ○ Implement and scale successful interventions.

"You never change things by fighting the existing reality.
To change something, build a new model that makes the existing model obsolete
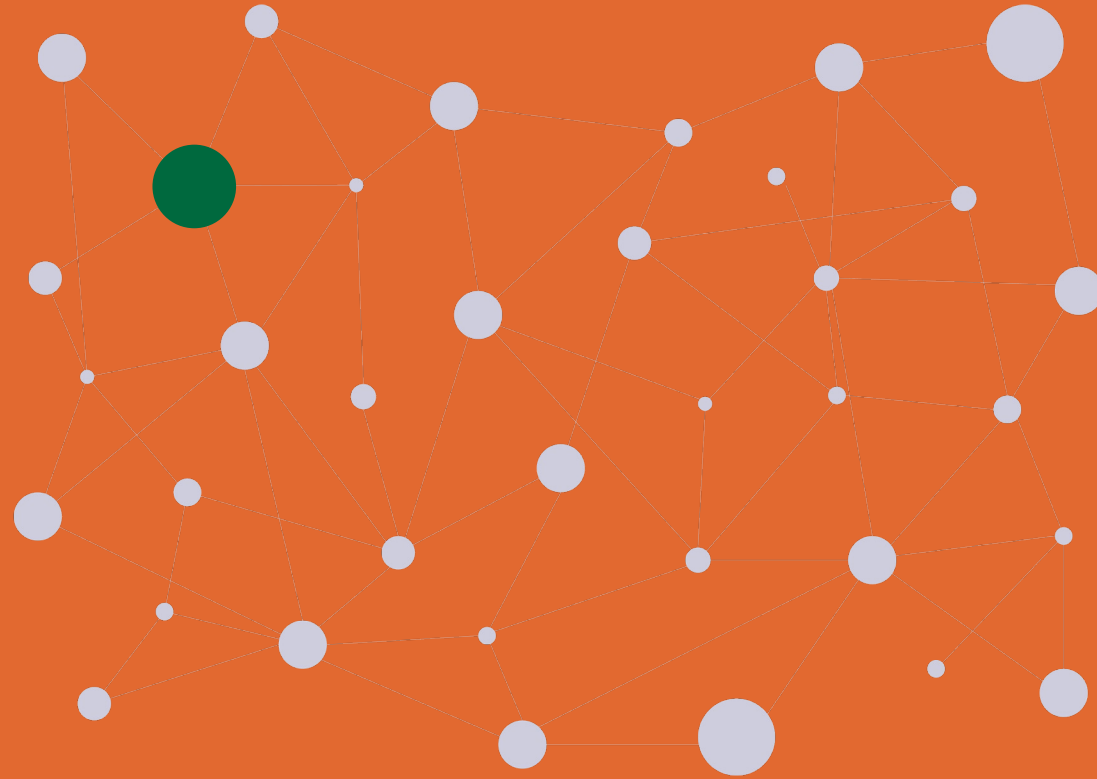
Buckminster Fuller
Systems Thinker

double loop learning

Single loop learning involves problem solving to improve the system as it exists.
Double loop learning questions the underlying assumptions, values, and beliefs we hold.

EMERGE as a changemaker

The final step to making change is to use your newfound power to make a lasting impact in the world.

- Celebrate your progress.

- Give yourself permission to shift your own identity.

- Foster resilience and self-care.

- Share your powers to continue to drive meaningful change.

changemaking | the poverty cycle

What would it take to reduce poverty in Pennsylvania?

C **CLARIFY** your goals

H **HARNESS** your potential

A **ASSESS** your options

N **NAVIGATE** the challenges

G **GROW** through experimentation

E **EMERGE** as a changemaker

changemaking | the poverty cycle

To clarify our goal, we must develop an aspirational, yet attainable vision for our system.

VISION

To create a society where every person has access to the resources and opportunities needed to achieve economic security and prosperity

changemaking | the poverty cycle

To harness our potential, we should assemble a coalition of partners in change which have interdependent relationships. Establish a shared commitment to reducing poverty and increasing economic security.

NON PROFITS

PHILANTHROPIC ORGS

MEDIA AND JOURNALISTS

EDUCATORS & RESEARCHERS

GOVT AGENCIES

BUSINESSES

GRASSROOTS ORGANIZERS

INDIVIDUALS & FAMIILIES

changemaking | the poverty cycle

To assess our options, we must understand what's holding the system in its place

Factors amplifying the number of impoverished households

Lack of:

- EDUCATION
- HOUSING
- EMPLOYMENT
- HEALTHCARE
- LIVING WAGES
- TRANSPORTATION
- CHILDCARE
- BANKING

impoverished households

Factors that can help people escape poverty

Improvement in:

- EDUCATION
- HOUSING
- JOB TRAINING & PLACEMENT
- HEALTHCARE
- FINANICIAL EDUCATION
- TRANSPORTATION
- CHILDCARE
- INTEREST RATES

changemaking | the poverty cycle

To navigate the challenges,
we must anticipate and address concerns and constraints:

THE POVERTY TRAP

LACK OF RESOURCES

SYSTEM DELAYS

SOCIAL STIGMA

LACK OF FUNDING

CULTURAL ATTITUDES

Each of these are complex systems in their own right. They are adaptive and their patterns are often unknown.
Using best practices might be too rigid. Consider developing emergent practices through human-centered design thinking.

changemaking | the poverty cycle

To grow through experimentation,
the community of partners in change could try:

PILOT PROGRAMS

MEASURING EFFECTIVENESS

SCALING UP SUCCESSES

CONDUCTING RETROSPECTIVES

ADVOCATING FOR POLICY CHANGES

RADICAL ACTIONS

changemaking | the poverty cycle

Once we find success, we can emerge as a

changemaker

| TELL THE STORY | CELEBRATE SUCCESS | ESTABLISH NEW STRUCTURES | DESIGN THE NEXT FUTURE |

your adventure

- Recall your call to adventure from earlier:

  o A future you'd like to bring into existence

  o A problem that you need to solve

  o An action that you wish to take

  o A problem facing your community

- Identify an action you will take to start your adventure.

our adventure

www.todaysinnovator.com

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