



ITTC

International Technology Transfer Center
A program of the International Consortium of Universities
for Drug Demand Reduction

Facilitating Transformative Change Using a Systems Change Framework

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Final System Change Learning Collaborative Session

Session 5



Plan for today...

- Review of Learning Collaborative objectives and defining system change.
- Brief review of the key points of the six conditions of system change model.
- Group discussion around what you have learned and how you will apply this to your ITTC work.
- Evaluation & Closing



Learning Objectives

- Describe the six conditions of system change and how this might be applied to facilitating change in prevention, treatment, and recovery issues.
- Explore strategies for shifting and influencing conditions in each of the three levels (implicit, semi-explicit, explicit).
- Identify 1-2 strategies for building strong-tie networks to disseminate information.
- Apply the system change model to the work of the International Technology Transfer Centers.
- Identify 1-2 change projects where this model might be helpful in your Center's work and discuss strategies being used to address each of the six conditions.
- Present examples of applying this model to a specific change initiative at the June conference.



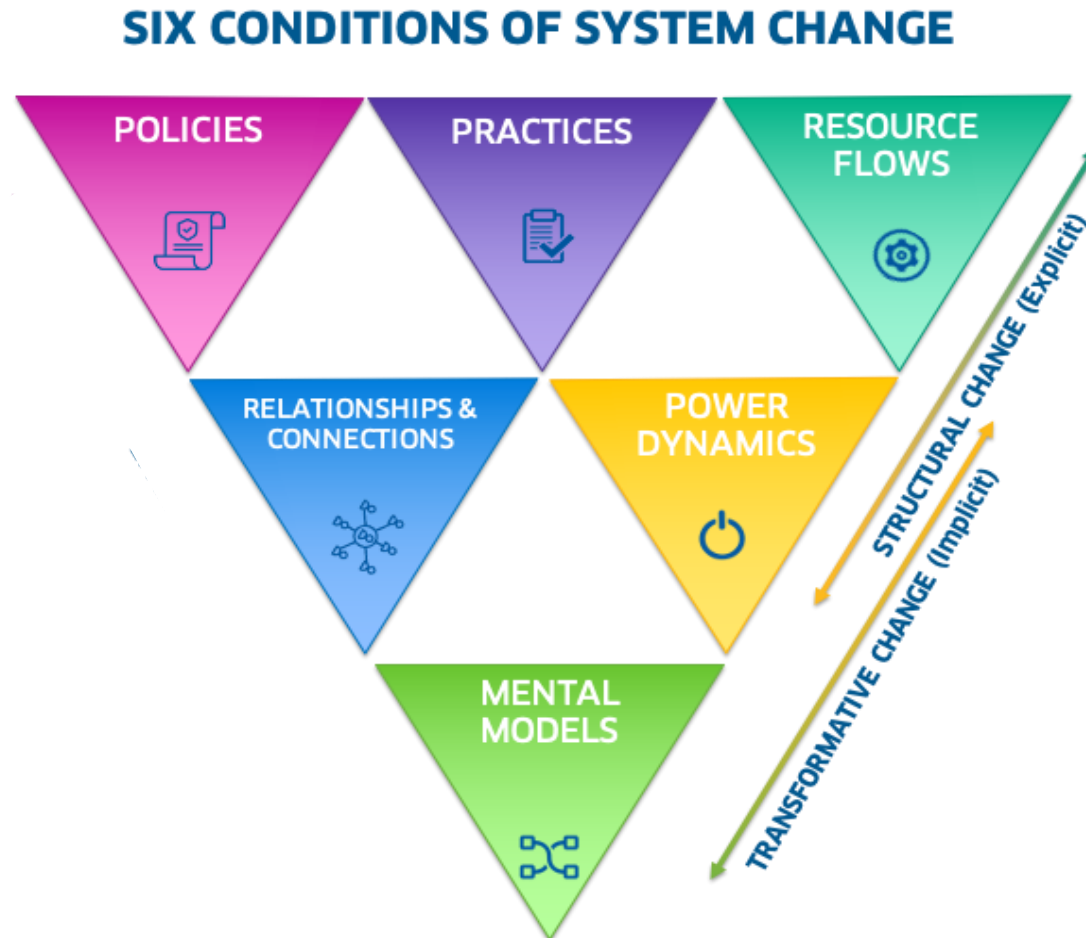
Defining Systems Change

Let's start today's session with a challenge.

Please take a minute to write in the chat how you would define systems change to a colleague.



Six Conditions of System Change: A Brief Review



Seeing the Water

“The first step in seeing the water is to illuminate the systemic forces at play.”



Understand the issue and the System(s) in which it lives

- Examine the conditions holding the problem in place.
- Inquire how stakeholders and beneficiaries experience the system.

Create a Plan of Action

- Identify the aspirational outcome (s).
- Look for points of leverage.
- Apply strategies to address levels of system change.

Learning and Refining

- Reflective Learning
- Adjust as you learn more and continue the cycle.



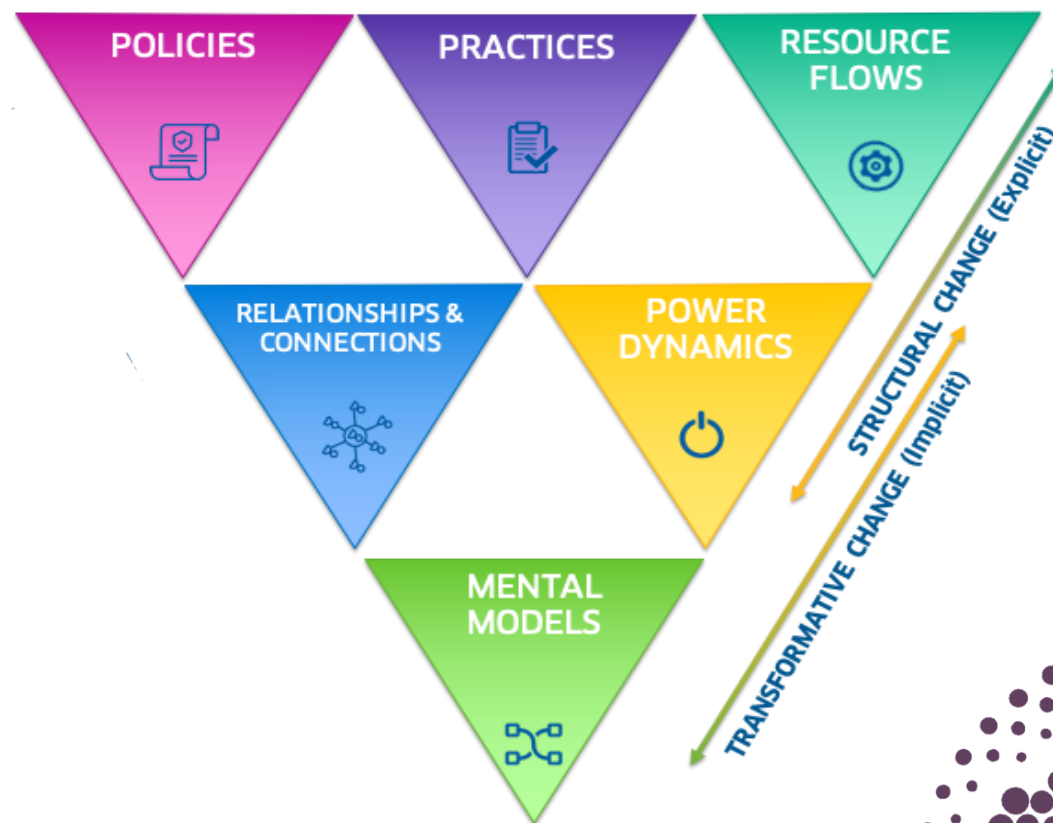
System Change Lessons Learned

System change places greater attention on the quality of the relationships and depth of our understanding of the problem.

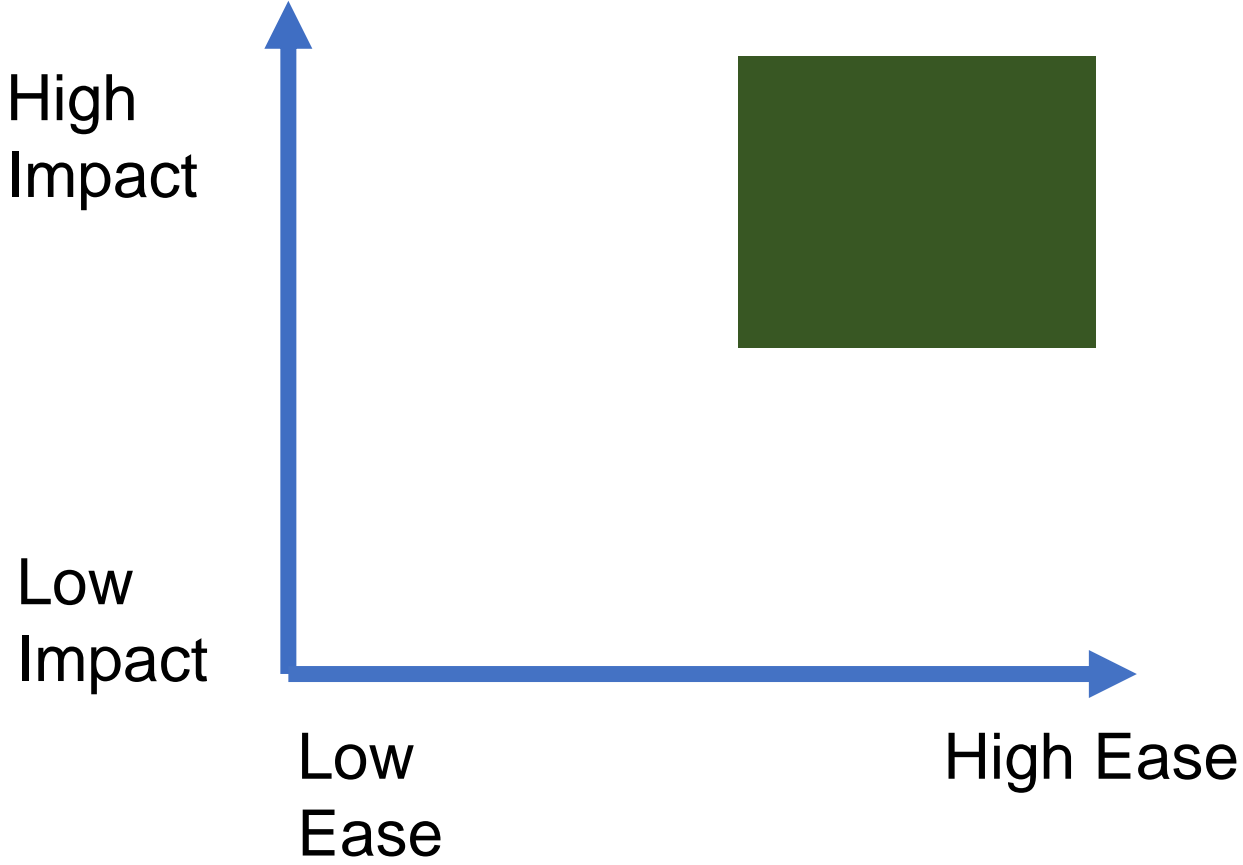
Find your partners and spend time learning how they see the problem. “Perspective getting” versus “Perspective taking.”

Take the time to find out what people care about and where the energy is for the action plan.

SIX CONDITIONS OF SYSTEM CHANGE



Assess your points of leverage



System Change Lessons Learned

- Time and Space for honest communication is essential
- Important to create a “shared vision” with your partners
- Focusing only on the explicit level is unlikely to sustain gains
- Openness and collaboration are essential
- “People support what they help to create” Margaret Wheatly
- Always ask “What is possible?” and “How can we make this work?”



Small Group Discussion Session

Invite you to join a small group to discuss your key takeaways from this learning collaborative.

Your group will have 15 minutes to answer these questions:

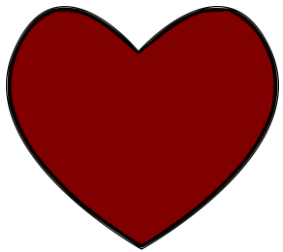
- How do you see the system change model being helpful to your ITTC work?
- What is one thing you will pay more attention to in your technology transfer work, based on what you learned about system change?
- What is one question you still have about applying the system change model to your ITTC work?



Three openings needed to transform systems:



Opening the mind (to challenge our assumptions)



Opening the heart (to be vulnerable and listen)



Opening the will (to let go of pre-set goals and agendas and see what is really needed and possible)



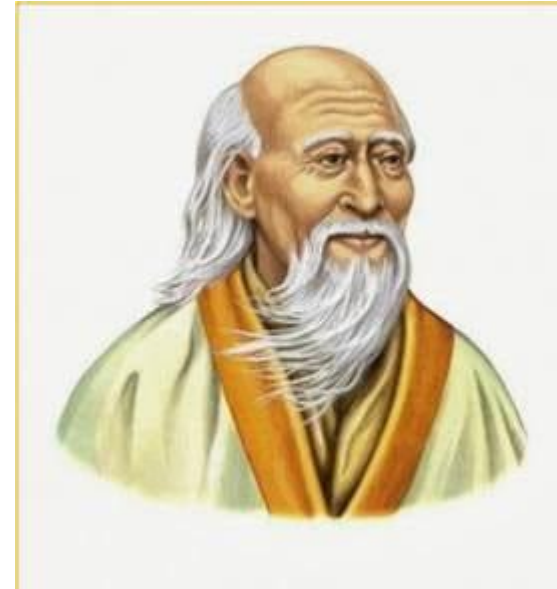
Transformational Leadership

The wicked leader is he whom
the people despise.

The good leader is he whom the
people revere.

The great leader is he of whom
the people say, "*We did it
ourselves.*"

Lao Tzu



Evaluation

*Please take a few minutes
to complete the evaluation
of the Learning
Collaborative.
We value your feedback.*

