BUILDING BLOCKS TO CONSTRUCTING AN INITIAL CHANGE NARRATIVE

PURPOSE OF ACTIVITY

The purpose of this activity is to help you start developing your change narrative. This should describe, in a non-technical way, how stakeholders in the system believe that your Wayfinder process could contribute to changing the system. The change narrative can take different forms. It may be captured as an audio recording or written texts of stories told by actors in the system. Visual representations may also be useful. This work sheet helps you identify some important building blocks to include.

RESOURCES NEEDED

Required skills: Moderate faciliations skill, members of the change coalition and stakeholders with a good understanding of the system and how it could and should change over time.
Time: 1 hr
Materials: recording materials, images, photographs of aspects of the system

HOW TO DO IT

Fill in the worksheet by jotting down notes about agency, opportunity, and leverage points in your system. A few questions are provided for each category to help spark discussion, and suggested keywords are included to help stimulate ideas.

Phase 2: Creating a shared understanding of system identity
Module C: Towards a systems model and a change narrative
Work card 17: Developing your initial change narrative
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TIPS

Remind people that the Change Narrative is not a theory of change. There is an inherent degree of uncertainty in complex systems, which means that it is more useful to think about the change narraive as a developing hypothesis that reflects a set of alternative plausible pathways to change. You can use maps, drawings, images and photos of the focal system or values within it as prompts to start a discussion about how different aspecs to fthe system could or should change.

LEVERAGE

- Which levers (in terms of relationships between system parts) may be the most powerful to influence in bringing about the change people want to see?
- What small changes could have a larger influence on the overall system?

Keywords: connect, trigger, catalyze, spark

AGENCY

- Who (e.g. individuals, groups, organizations) is able to influence these leverage points?
- To what extent are these potential change agents involved in the Wayfinder process? If they are not, how could you connect with them? How might you build this capacity in your system?
- Are they part of existing power structures, or operating at the side of these?

Keywords: influence, power, connections, motivation, relationships

OPPORTUNITY
- Does the current system context enable or hinder change towards your aspirations? How the dilemmas a function of the overall system context?
- What are the enabling conditions that would make it easier to address the dilemmas?
- When and where is there flexibility and 'space' in the system to try something new?
- If you think about the history of your system, were there any periods in the past when the conditions were more conducive to change? Were there periods when change was more difficult to achieve? What can you learn from those events that is relevant to your changing making efforts now?

Keywords: enable, block, flexible, rigid, timing, window, background