

The Six Conditions of Systems Change

January 24, 2019

Hosted in partnership by:



Welcome to the Discussion

- We want to hear from you! Share your **questions** in the question box on the right.
- A **recording** of today's discussion will be made available within 24 hours. We'll send you an email once it's online.
- Download a PDF of the article **The Water of System Change** in the Handout Section on the right of your screen.



**Jennifer Splansky
Juster**
Executive Director,
Collective Impact
Forum

Thank you for joining

Ways to Join the conversation

1

Ask a question

Send questions via the Q&A box on the right of your screen.

2

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#SystemsChange

Technical assistance

E-mail Ask for assistance in the Question box on the right or email info@collectiveimpactforum.org

Today's Virtual Coffee Guests



John Kania
*Managing Director, FSG,
and Executive-in-Residence,
New Profit*

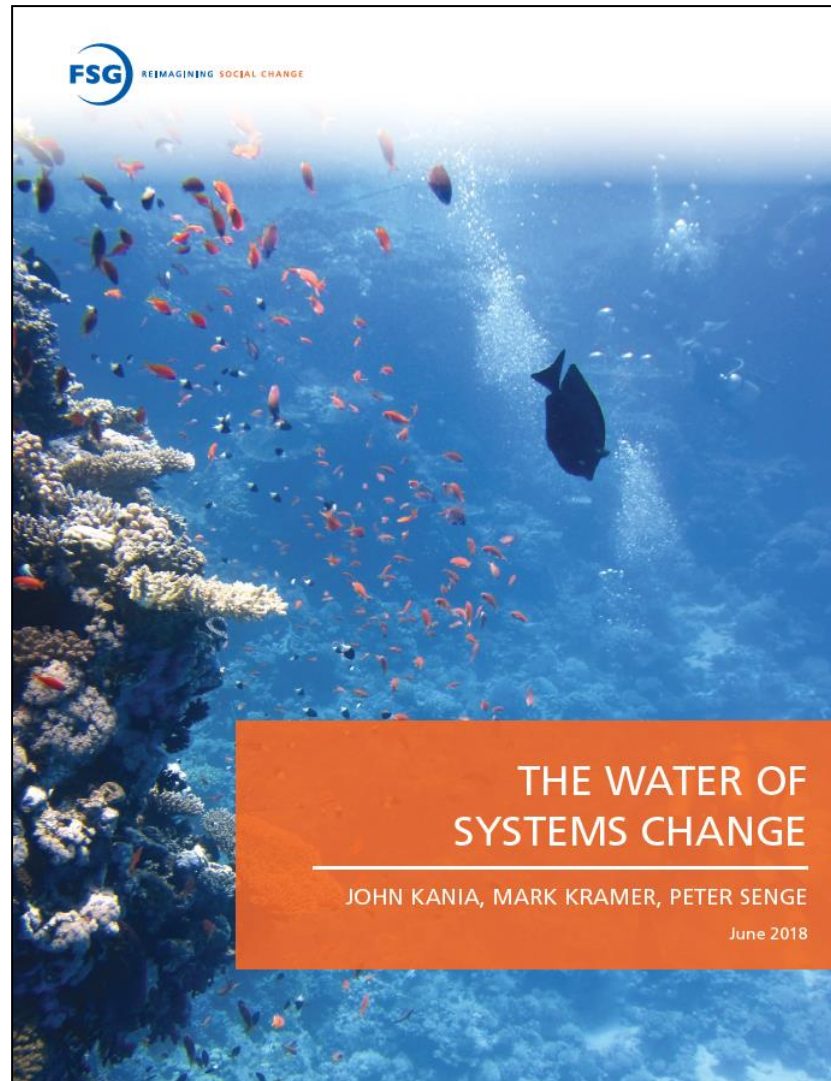


Tulaine Montgomery
Managing Partner,
New Profit



Hayling Price
Senior Consultant, FSG

The Water of Systems Change

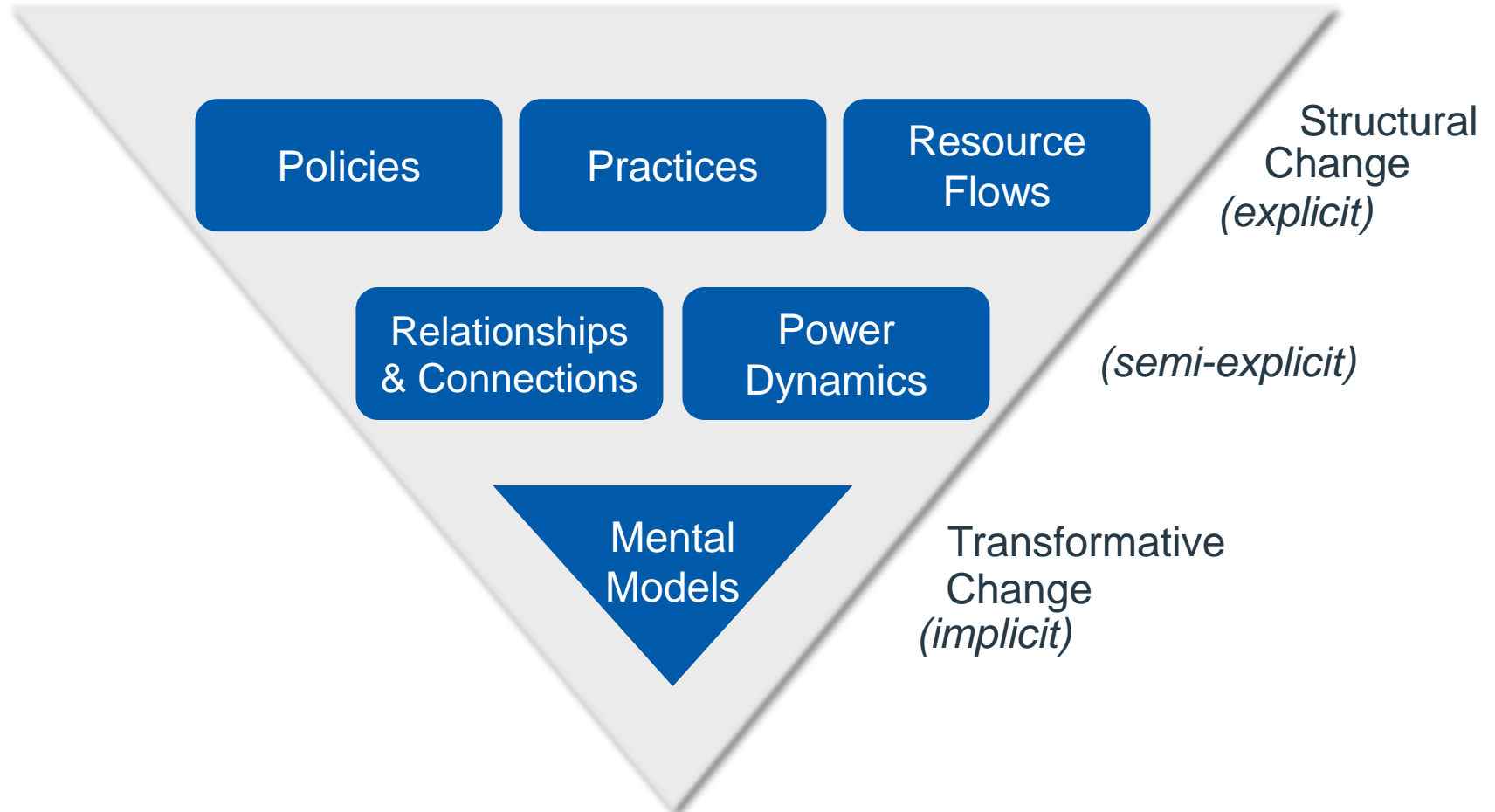


What Is Systems Change?

Systems change is about
**shifting the conditions that are
holding a problem in place**

Shifting the Conditions That Hold the Problem In Place

Six Conditions of Systems Change





System entrepreneurs are typically playing one or several roles required to shift conditions that hold a problem in place

System Entrepreneur Roles

- **Orchestrator:** Facilitates alignment towards common goals and coordinates action across groups, organizations and sectors
- **Innovator:** Creates new, actionable solution(s) to address dysfunctions in the system
- **Agitator:** Creates visibility into system dysfunction and/or raises grievances of individuals or groups to the forefront of public awareness.

Source: Julie Battilana and Marissa Kimsey, [Stanford Social Innovation Review](#), *Should You Agitate, Innovate, or Orchestrate?* September 18, 2017



We Have Established Six Key System Entrepreneur Criteria to Guide Selection

Priority System Entrepreneur Selection Criteria

- Has or creates **proximity** to the people and the problem they are addressing
- Engages with **individuals most affected by the problem as assets** (possessing talents, skills, and expertise) in developing solutions
- Views and embodies **collective leadership** as a critical component in achieving systems change
- Focuses on shifting **multiple** interrelated systemic conditions
- Is **system aware** – understands relationships and power dynamics between players in the system
- Addresses the deeper, **transformative levers of systems change** (e.g., power dynamics, relationships, and narratives) in addition to structural levers (e.g., practices, policies, and resource flows)

Q&A



Send questions via the questions box on the right of your screen

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Early Bird Registration ends February 1, 2019.

Thank you for joining us!



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