





## How to Influence Systems through the Waters of Systems Change

### Programmatic Versus Systems Change



**Karen J. Pittman**  
Co-Founder, President & CEO  
of the Forum for Youth  
Investment

- Programmatic interventions help people **beat** the odds
- Systemic interventions seek to **change** the odds

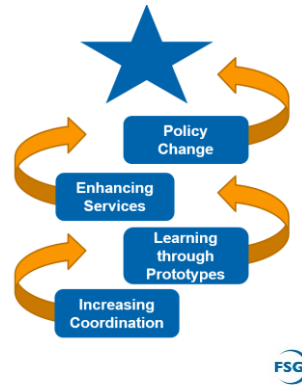
## Strategies to get to Systems Change

**Policy:** advocating for policy change at local or provincial levels to improve the systems

**Enhancing services:** bringing in previously unnoticed practice, movement or resources to enhance existing local services

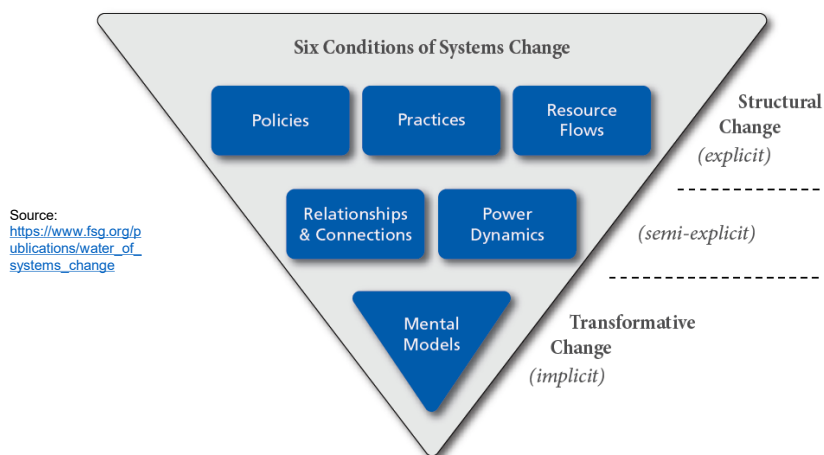
**Learning through a prototype:** start small with willing partners, learn from the experience and then expand

**Increasing coordination:** re-aligning existing programs and stakeholders to maximize system efficacy



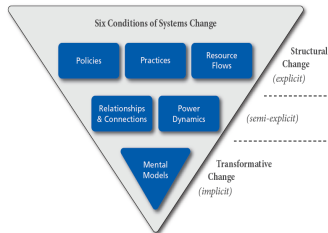
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## Dipping into the Water of Systems Change



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## Uncovering Systemic Barriers



### Definitions

**Policies:** Rules, regulations and priorities

**Practices:** Organizational and practitioner activities targeted to addressing and making progress

**Resource Flows:** How money, people, knowledge and information are allocated and distributed

**Relationships and Connections:** Quality of connections and communications occurring between actors

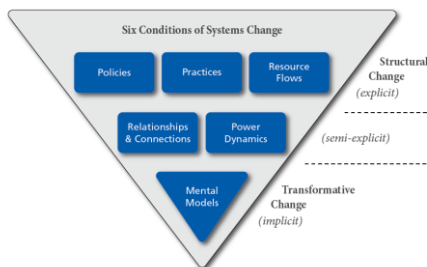
**Power Dynamics:** Which individuals and organizations hold decision-making power, authority, and influence (both formal and informal)

**Mental Models:** Deeply held beliefs and assumptions that influence one's actions



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## Defining the Systems holding the Problem in Place



### Process:

1. Define the Aspiration and Five Year Success
2. Assess External Conditions
3. Develop strategies to address External Conditions
4. Assess Internal Conditions
5. Develop strategies to address Internal Conditions
6. Bring it all together



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## Part 1: External Assessment

### Your Issue:

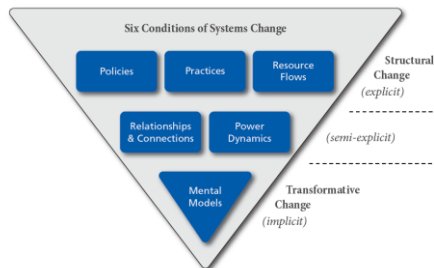
### Five Years from Today:

- What aspirational outcomes do you envision?
- What progress and outcomes do you want to see?
- What changes to the whole system or part of the system?



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## Assessing External Conditions

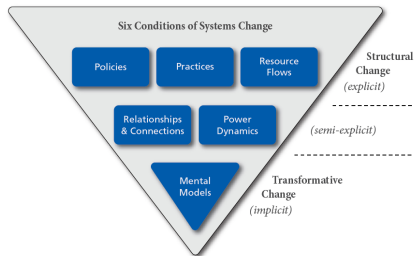


Based on the aspiration that has been identified, what existing elements are reinforcing current conditions holding the problem in place



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## Identify Strategies

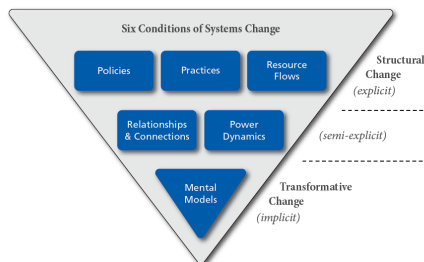


Given what you articulated about the conditions holding the problem in place, what strategies can help advance the systems change efforts? Who needs to be involved?



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## Assessing Internal Conditions



Thinking again about the aspiration you have for change and the strategies you developed, consider the following:

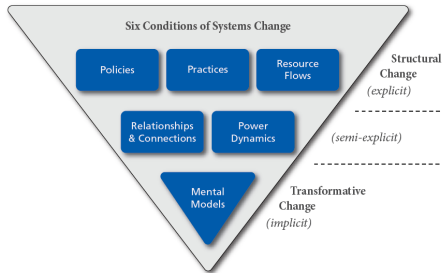
To what extent have your personal actions contributed to the conditions holding the problem in place?

To what extent are your organization's actions contributing to the conditions holding the problem in place?



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## Identify Strategies



Given what you articulated previously, what strategies can help advance the systems change efforts? Who needs to be involved to affect the internal changes needed?



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## Bringing it all together

To achieve your 5 year aspiration, what changes or strategies need to happen?

Condition	External Strategy Shifts	Internal Strategy Shifts
Policies		
Practices		
Resource Flows		
Relationships & Connections		
Power Dynamics		
Mental Models		



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## Reflections

What did this exercise surface for you?

What might you do differently as a result?



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In the Tamarack **Learning Centre** we support our learners in the **five interconnected practices** that we believe lead to impactful **community change**.



 In **Vibrant Communities** we support **cities and local leaders** to implement large-scale change initiatives to **reduce poverty** and **deepen community**.

## Feedback?

Please be sure to fill out the **event evaluation** on the last day of the festival.

Questions and Concerns? Email us at **[tamarack@tamarackcommunity.ca](mailto:tamarack@tamarackcommunity.ca)**



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