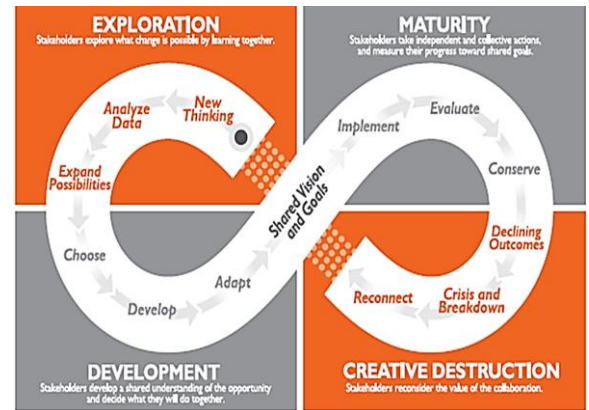


The Phases of Community Change Eco-Cycle Mapping Tool

EXERCISE DESCRIPTION:

Community change efforts are dynamic and typically unfold according to four phases. From our own work in collaborative community change, Tamarack recommends to think in terms of 3-5 year “campaigns” when planning your collaborative effort. Regular opportunities for learning and reflection need to be intentionally included into every phase of the change effort and deliberate thought and planning needs to be devoted to succession, renewal and sustainability.

Transitional traps are common as a collaborative effort moves from one phase to another in the eco-cycle. It is valuable for leaders to periodically come together and map their progress using the eco-cycle – with a careful eye on the transitional traps.



The Phases of Community Change

Traps	Description	Challenges
SCARCITY	<ul style="list-style-type: none"> Too few resources to explore new ideas so few or none take root. Struggle to “birth” outcomes and support from broader community. 	<ul style="list-style-type: none"> The ideas are not compelling. Underdeveloped decision-making process & criteria. Members disagree on what to pursue. Members have insufficient credibility. Energy spread too thin across many directions.
CHARISMA	<ul style="list-style-type: none"> Unable to sustain or grow the work without original founder, host or primary funder. “Parasitic” on the host(s) that gave it birth. 	<ul style="list-style-type: none"> Over reliance on key – often founding – members Dependence on start-up pool of resources. Approach works well only at a certain scale or in unique context.
RIGIDITY	<ul style="list-style-type: none"> People are unable or unwilling to change or end an approach that no longer fits its context Resistance to new ideas 	<ul style="list-style-type: none"> Focus on immediate return Fear of uncertainty and self-interest. Lack of clear exit rules, Pressure to continue by core constituency Concern over perception of failure
CHRONIC DISASTER	<ul style="list-style-type: none"> People are ‘spinning’ Unable to get traction on a compelling new vision, values and intent 	<ul style="list-style-type: none"> Inability to let go of the past Weak trust among members, volatile culture Difficulty agreeing on shared vision and values.

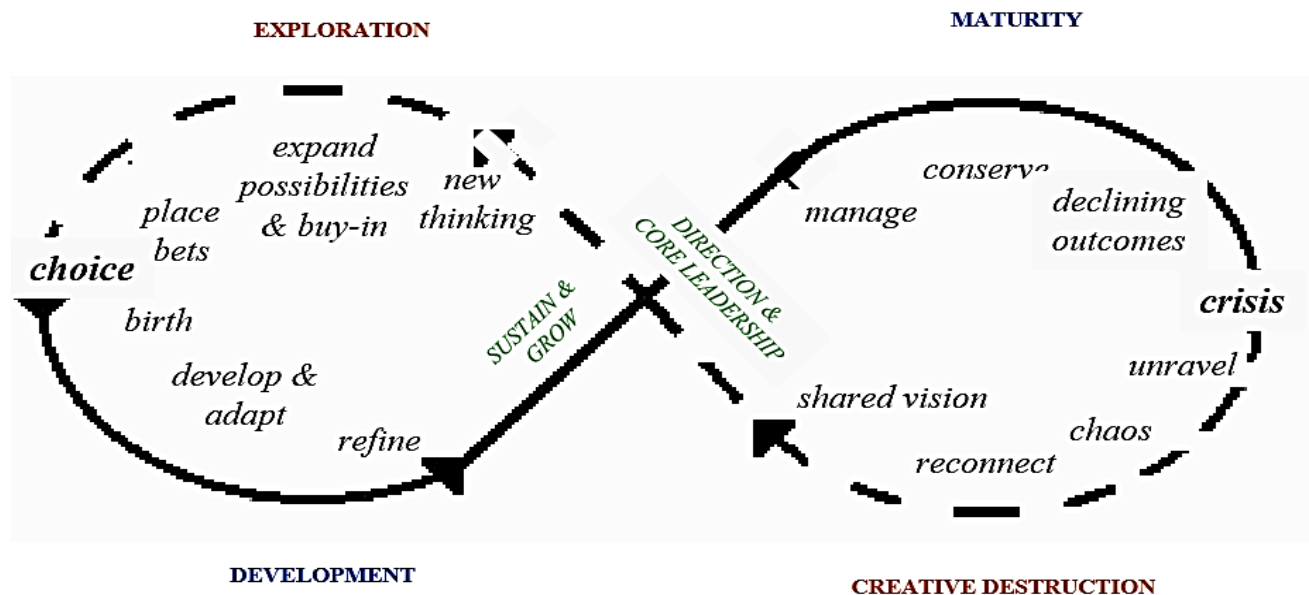
EXERCISE HOW-TO:

1. Individually, map the progress of yourself, your department, your organization and/or your collaborative on the eco-cycle worksheet (on back).

EXERCISE DEBRIEF:

- What does the mapping exercise mean for your work right now?
- How might you improve outcomes for your organization or with your community partners?
- What are some possible first steps?

The Phases of Community Change Eco-Cycle Worksheet



Map the following on the Eco-Cycle:

M = Me

D = Department

O = Organization

C = Collaborative

Reflect on the following:

- What does the mapping exercise mean for your work right now?
- How might you improve outcomes for your organization or with your community partners?
- What are some possible first steps?