Gratitude and Commitment

By Chataya Holy Singer

By Rutendo Sanganza

By Jeena Leigh Hill

TAMARACK INSTITUTE — 20 years

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

Community Change
- Evaluating Impact
- Collective Impact
- Community Engagement
- Collaborative Leadership
- Community Innovation

ENDING POVERTY
DEEPENING COMMUNITY
BUILDING YOUTH FUTURES
CLIMATE TRANSITIONS

Vibrant Communities
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In **Vibrant Communities**, we support **cities and local leaders** to implement large-scale change initiatives to **reduce poverty, deepen community, build youth futures** and **address climate transitions**.

Technical Considerations

- **We've got you covered** - You will receive a full recording of the call, the slides as well as a collection of links & resources.

- **Join the conversation** - Use the Q&A panel on your Zoom client to submit and vote for questions you'd like us to discuss.

- **Technical Support** - You can use the chat panel to ask for technical support throughout the webinar.

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Mark Cabaj

Keren Perla

Liz Weaver

Poll Question

Q1: If you were to rate a recent innovation at your organization or in your collaborative work, where would you place it on the innovation ambition continuum?

1. The innovation moved a priority forward with incremental impact

2. The innovation was a reform-oriented change which tried to move systems but was slower in moving forward than anticipated.

3. The innovation led to high impact and transformative change.

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Learning more about Keren and Mark

What would you like us to know about each of you?

The Innovation Ambition Continuum

What motivated you to write this paper? Why is this a useful framing for the changing context that we find ourselves in locally and globally?

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The Three Ambitions Continuum

Intent

To assist change-makers (and those that support them) to be clearer on the different ambitions of change they might pursue -- and the things that they need to keep in mind when pursuing each of them.

Mash up ...

1. **Getting to Maybe: How the World has Changed.** This ground-breaking work by Westley, Zimmerman and Patton (2005) presents a widely accessible introduction to the complex nature of societal challenges. It offers insights into the dynamics of social innovations (rather than technology or business innovations) to address these challenges.

2. **Three Orders of Change.** A table, prepared by Waddell (2005), distinguishes between different types of systems change, ranging from "improving systems," to "changing systems" and "transforming systems."

3. **The Three Horizons Framework**. Originally developed by Bill Sharp (International Futures Forum) and adapted by the McKinsey Consulting Company, this is a strategic foresight tool. It helps people think about – and invest in – three types of futures, from the more immediate "business-as-usual" future to a distant, emerging and visionary one.

4. **The Water of Systems Change Framework**. Kania, Kramer and Senge (2018) have distilled decades of systems thought into a simple visual that change-makers around the world use to make sense of their work.

The Innovation Ambition Continuum

Can you describe the three innovation ambitions? What are the characteristics that you considered related to each of the innovation ambitions?

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Three Ambitions of Change
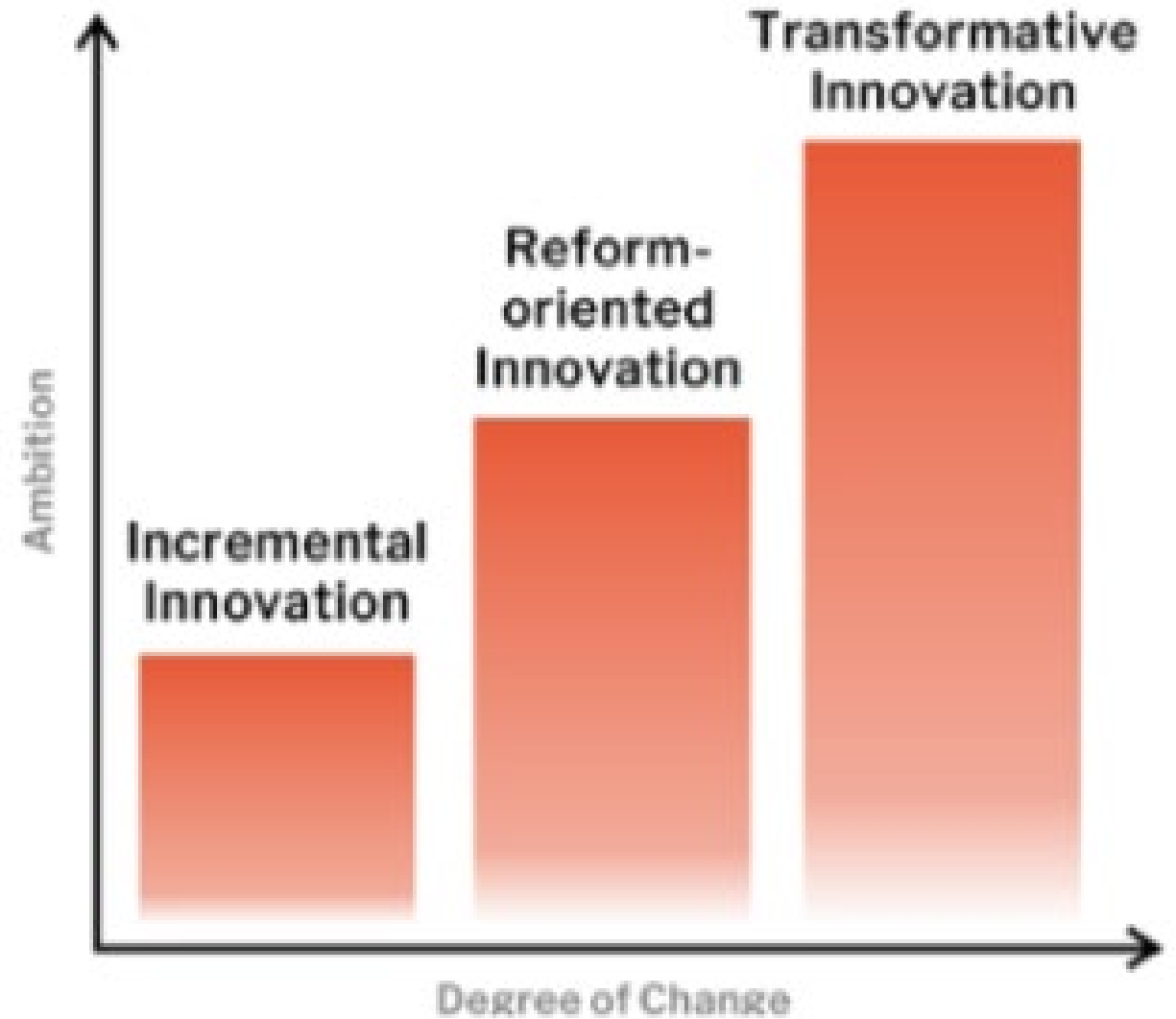
Three Ambitions of Change: Key Distinctions

	Incremental Innovation	Reform-Oriented Innovation	Transformative Innovation
Type of Change	To improve the performance of existing systems	To change systems to address significant shortcomings	To build entirely new systems based on radically different worldviews, values and narratives
Impact: The extent to which an innovation can make a positive difference on a complex societal challenge.	Predictable, typically modest	Less predictable, typically significant	Even less predictable, possibly game-changing
Feasibility: The extent to which an innovation can be implemented with the existing capabilities in a system and/or requires the development of new ones.	High	Medium	Low
Viability: The extent to which an innovation can be supported by the larger systems of institutions, polices and power structures.	Higher	Mixed	Low
Risk: The extent to which an innovation is likely to experience implementation failure and/ or generate unintended and/or negative consequences.	Lower	Mixed	Higher
Resistance: The extent to which system actors and broader society are likely to embrace or resist an innovation.	Lower	Medium	Higher

The Innovation Ambition Continuum

What are the implications for applying the innovation ambition continuum? How can this framing help organizations and collaboratives think more purposefully about what they hope to achieve through their work?

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Implication #1:
What is our level of comfort and ambition for change?

Social innovators and their allies should "get on the same page" about the degree of change they are seeking by answering three questions.

1. What is the level of ambition for change in your organization, constituency or network?

2. Are you clear about the nature of impact, feasibility, viability, risk and resistance that those ambitions entail?

3. Are you ready for the possibility that the more ambitious your innovation – and the more successful it becomes – the more you will need to change your own organization?

Implication #2:
How can you make your innovations as "strategic" as possible?

Change-makers can increase the value and contribution of their innovation efforts by taking stock of what else is going on around them.

1. How rigid, disruptive and/or transitioning are the systems and cultural context in which you are operating? Where are the greatest opportunities for change?

2. What other social innovations are already underway? How might you enhance, complement and/or avoid duplicate them?

3. Where can you and your allies make a unique contribution to a larger constellation of change efforts?

Implication #3:
Are you able to work on a portfolio of innovations?

Larger organizations and networks of change-makers that can pursue more than one innovation should consider a portfolio of them, with different levels of ambition.

1. What innovative ideas (1-3 in number) are you interested in developing? Given early signs of promise, could you help create momentum around them?

2. Where do these ideas lie on the continuum of innovation ambition?

3. To what extent are you willing to pursue less ambitious innovations that, in time, serve to create the foundations for more ambitious ideas?
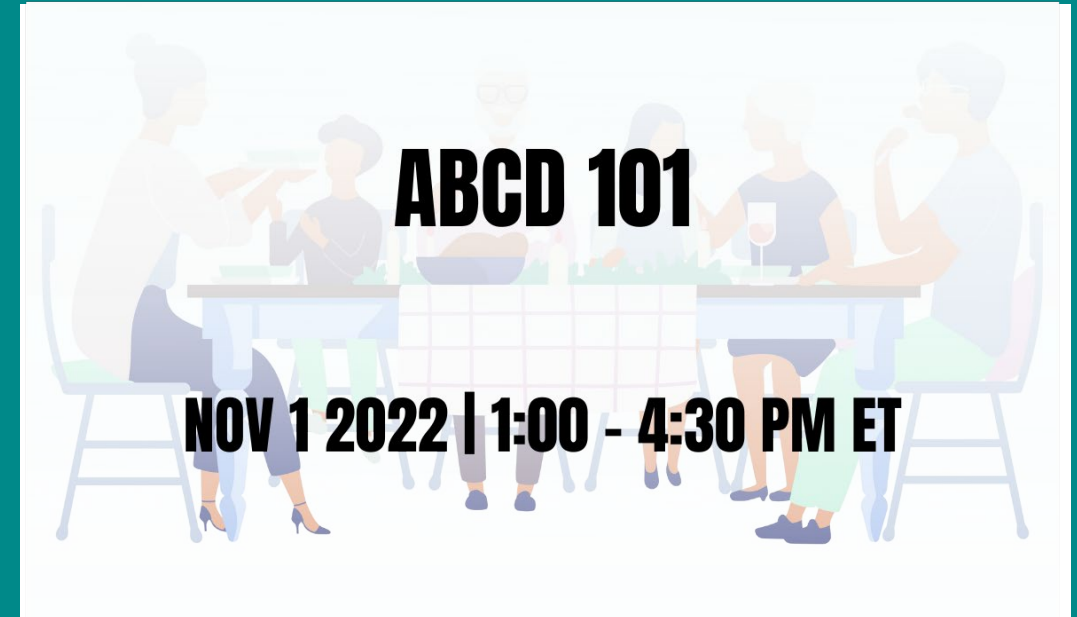
The Innovation Ambition Continuum

What advice would you have for funders, collaboratives and others who are seeking to achieve transformative change?

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Advice

What other advice or reflections do you have for innovators and those seeking transformative innovation?

QUESTIONS?

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To learn more visit: https://www.tamarackcommunity.ca/eventlisting#Feature

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THANK YOU