

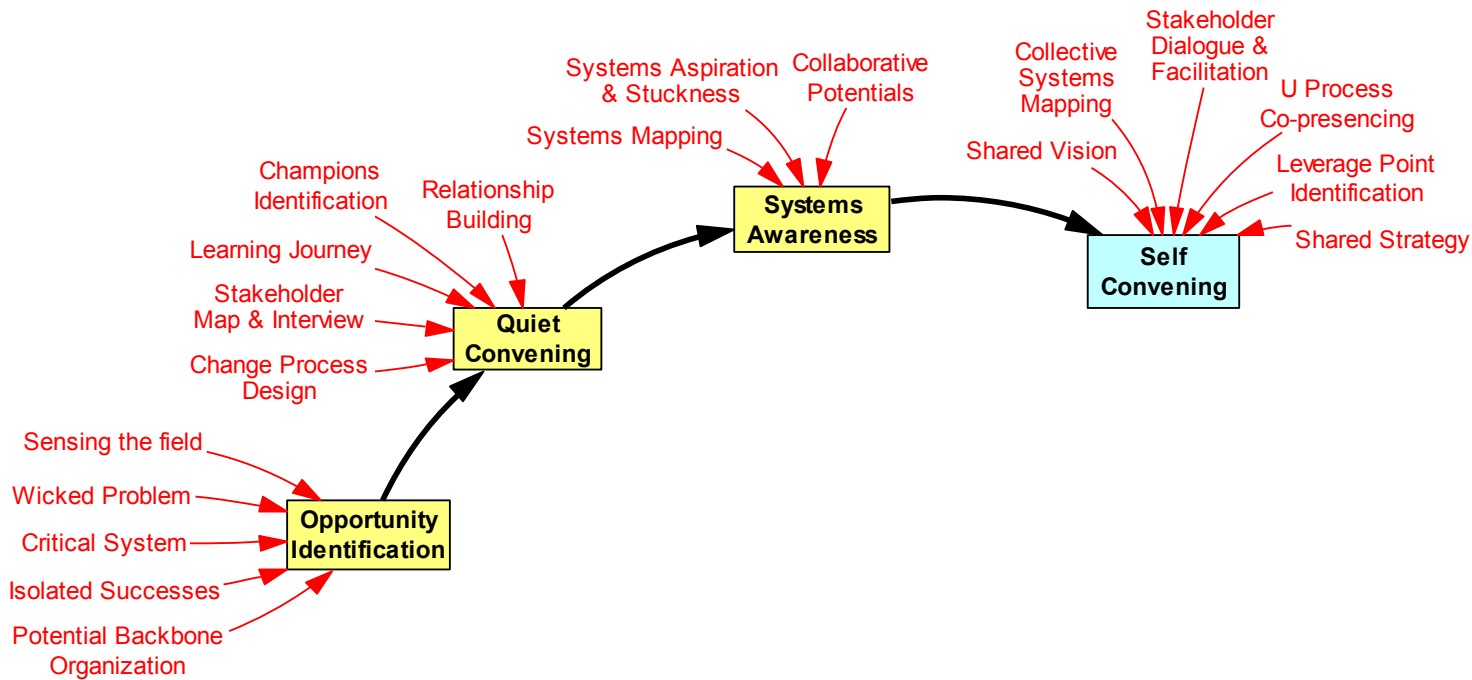
Systemic Change Process Map

Version 2013.8.25

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collective capacity for a scale that matters

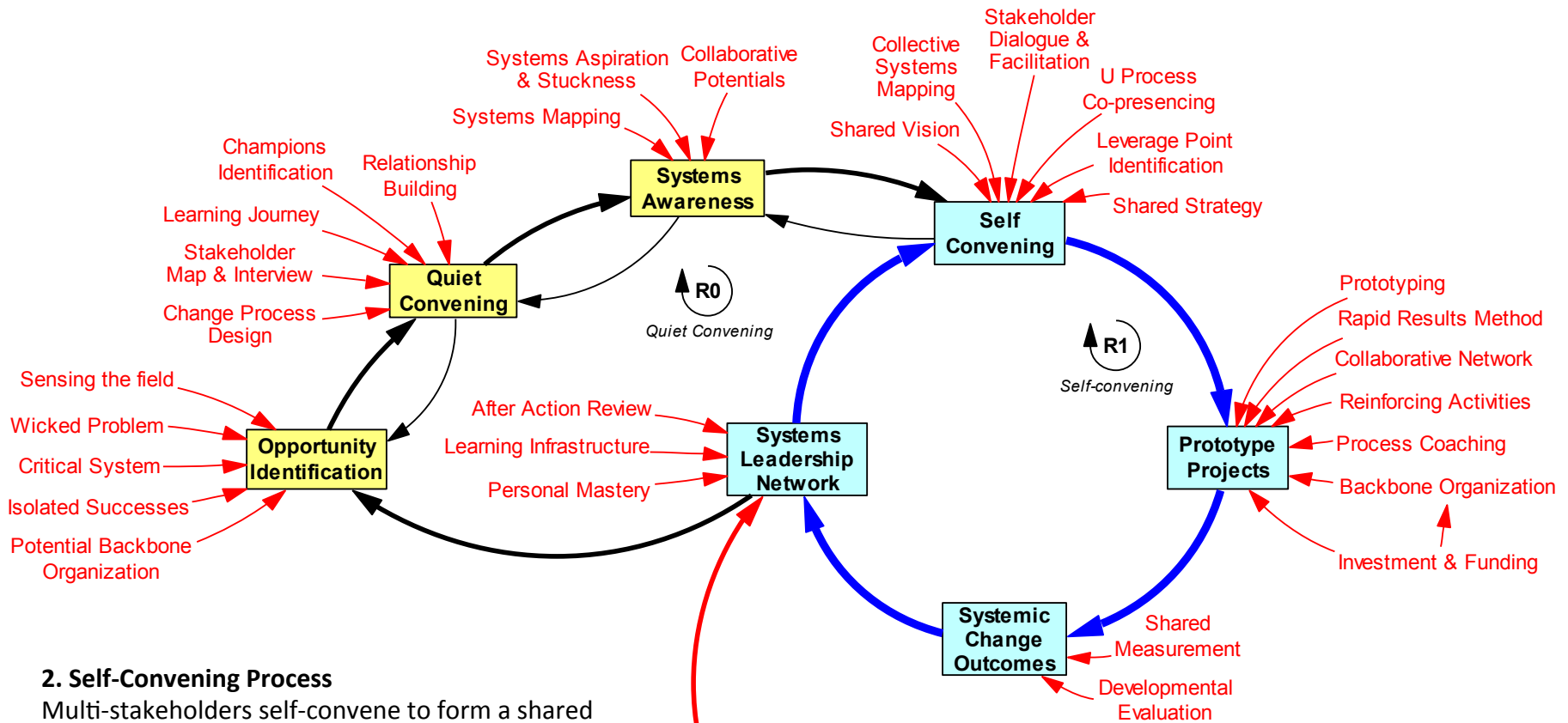


1. Quiet-Convening Process:

Once a systemic change opportunity is identified, a quiet-convening process is initiated to interview stakeholders and map out the system in order to raise systems awareness and the desire to collaborate across boundaries.

It will take several iterations to reach a critical mass of stakeholders who are willing to initiate a self-convening process.

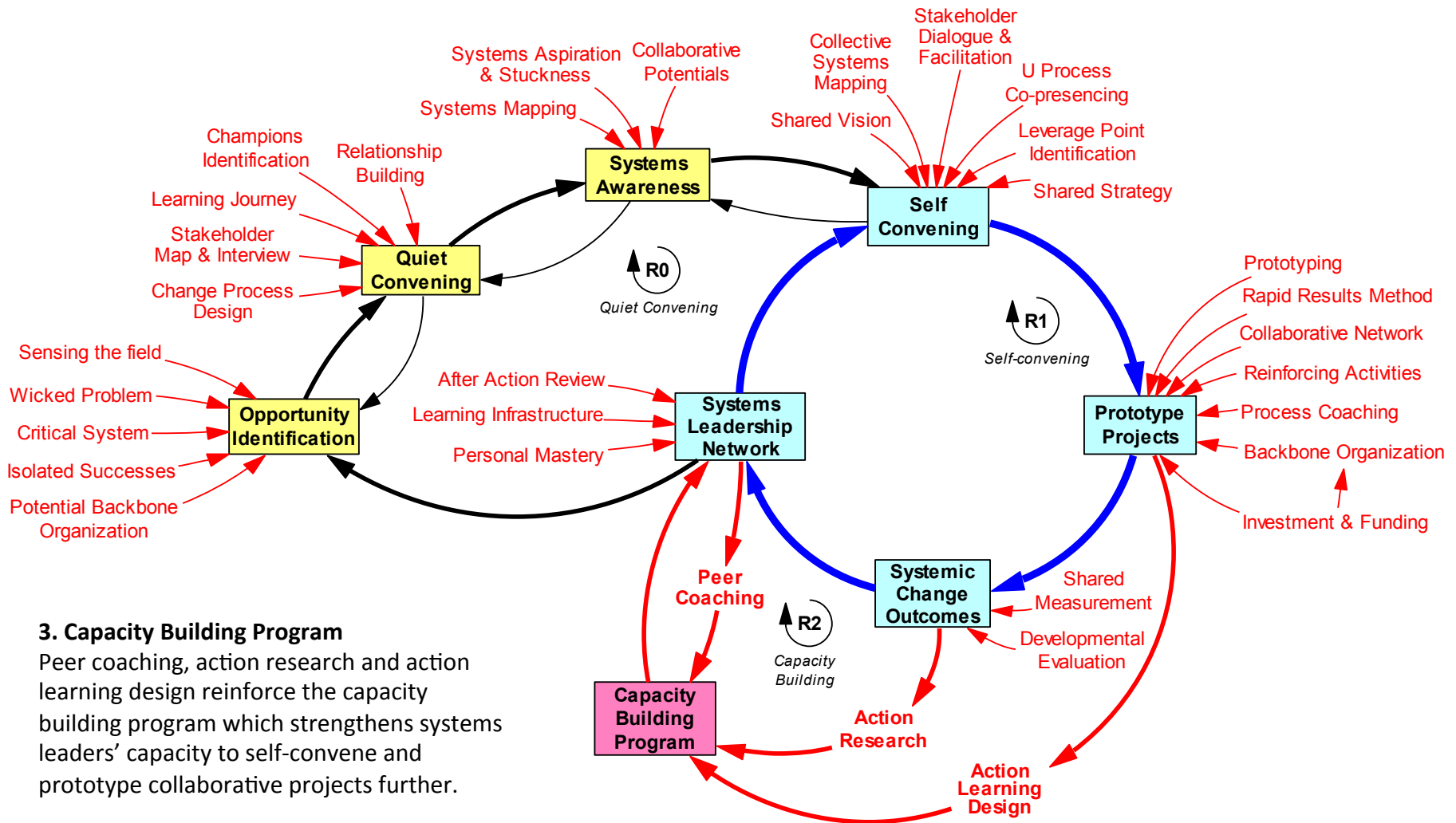
Red variables are interventions in each stage of the process.



2. Self-Convening Process

Multi-stakeholders self-convene to form a shared understanding of current reality, co-create a shared vision and identify high-leverage points and prototype projects. Acting and learning from project projects and evaluating systemic change outcomes help build a network of systems leadership distributed across the system.

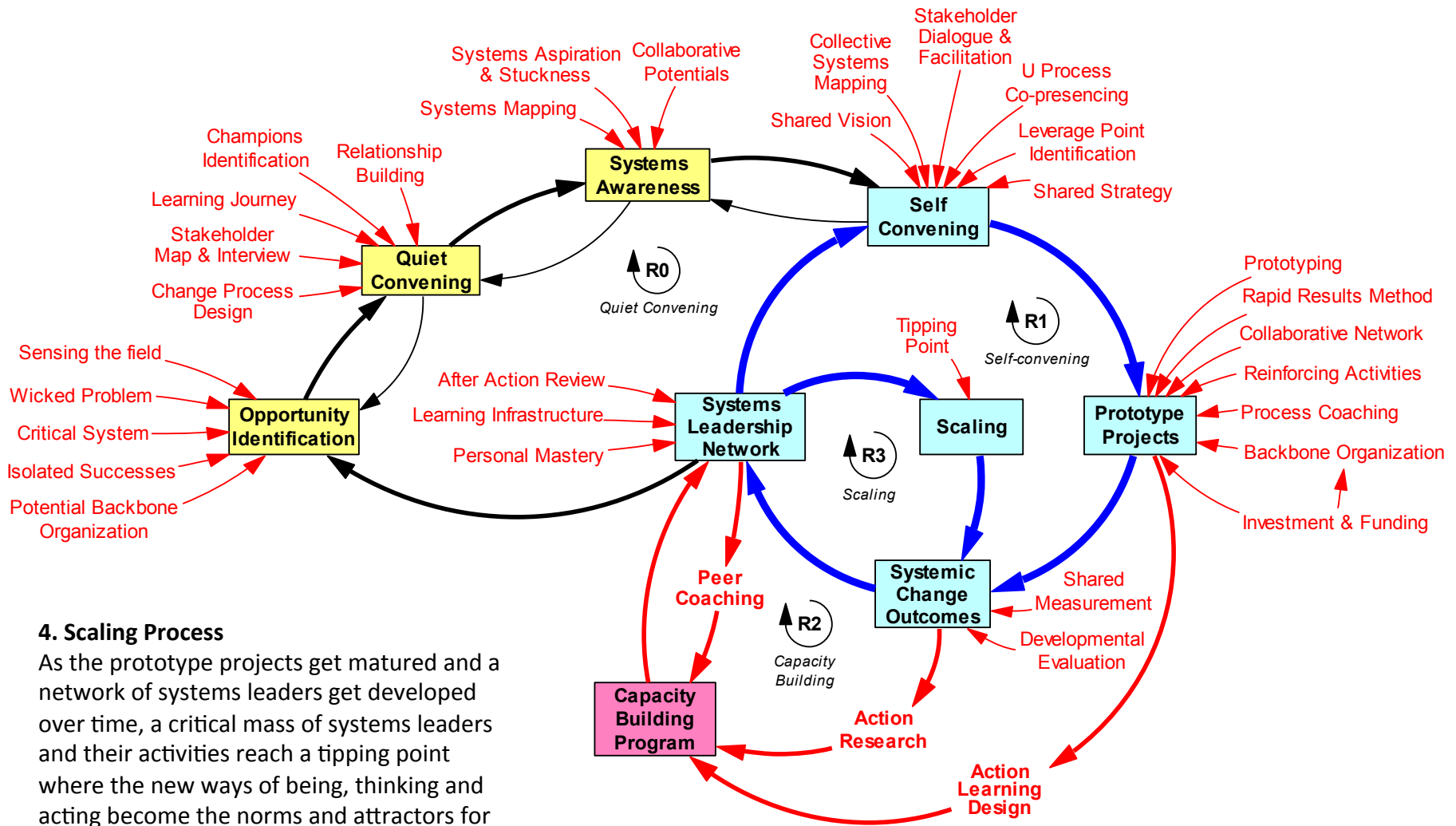
The initial self-convening needs outside facilitation assistance. The long-term developmental goal is to create a network of systems leaders who have the capacity to self-convene going forward and thus close the R1 self-convening loop.



3. Capacity Building Program

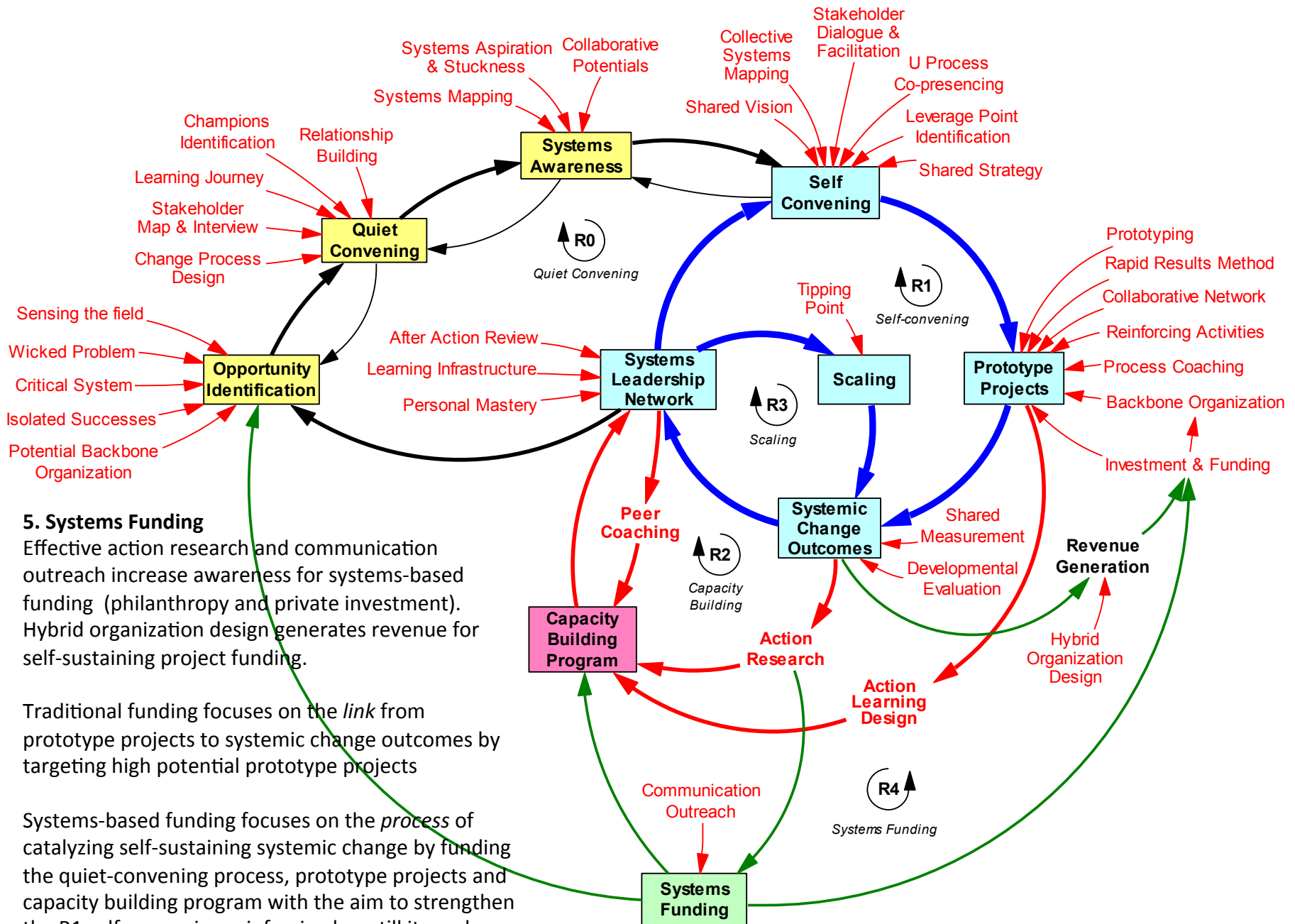
Peer coaching, action research and action learning design reinforce the capacity building program which strengthens systems leaders' capacity to self-convene and prototype collaborative projects further.

Designing an integrated capacity building program and learning infrastructure that taps into people and resources from the change process is a high leverage point for scaling systemic change as it closes R2 capacity building loop.



4. Scaling Process

As the prototype projects get matured and a network of systems leaders get developed over time, a critical mass of systems leaders and their activities reach a tipping point where the new ways of being, thinking and acting become the norms and attractors for others to replicate and scale up else where in the system.

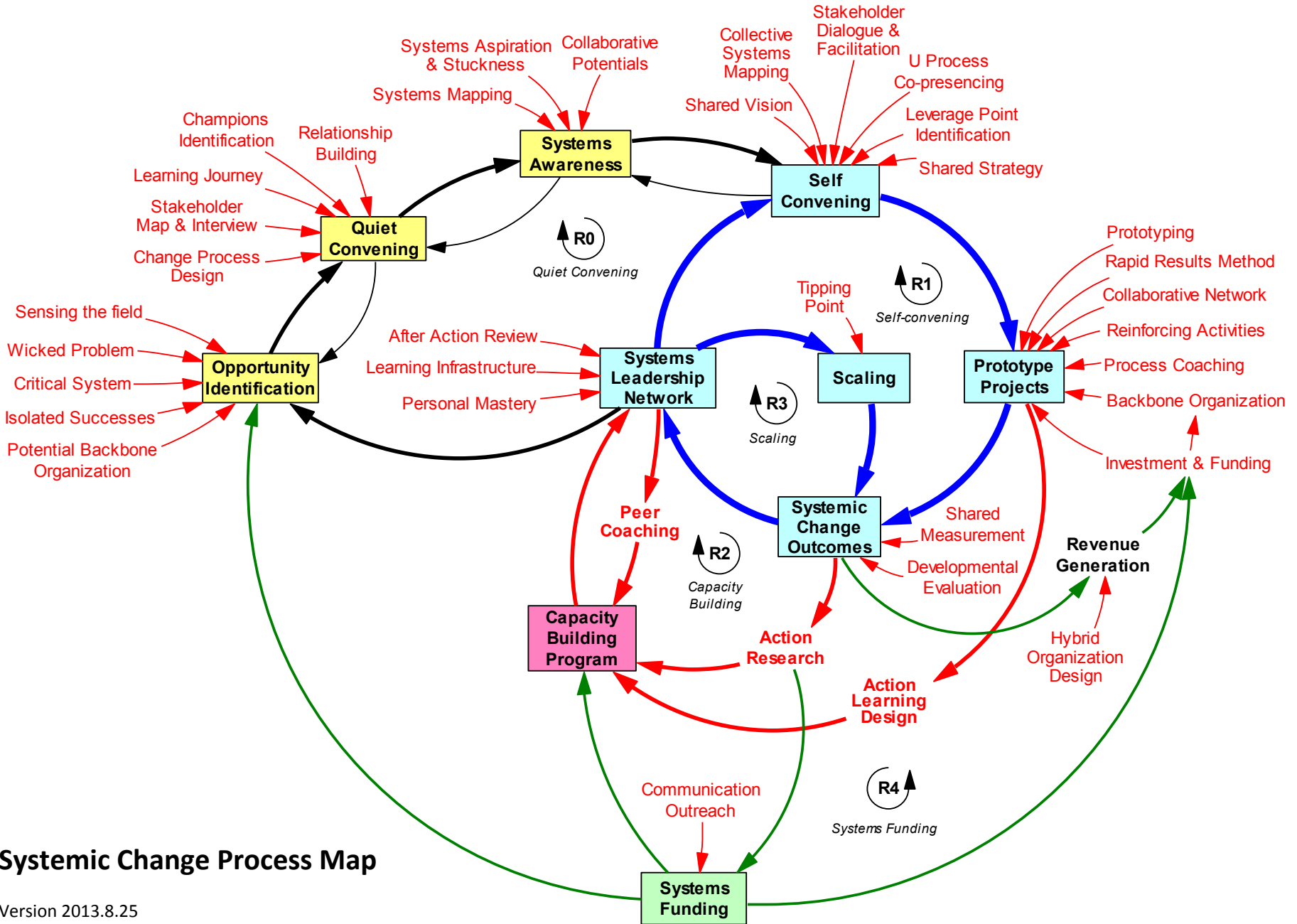


5. Systems Funding

Effective action research and communication outreach increase awareness for systems-based funding (philanthropy and private investment). Hybrid organization design generates revenue for self-sustaining project funding.

Traditional funding focuses on the *link* from prototype projects to systemic change outcomes by targeting high potential prototype projects

Systems-based funding focuses on the *process* of catalyzing self-sustaining systemic change by funding the quiet-convening process, prototype projects and capacity building program with the aim to strengthen the R1 self-convening reinforcing loop till it reaches the tipping point for systemic change.



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Acknowledgement

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- This is a living document to capture the seemingly elusive process of systemic change. Your comments and inputs to refine it are most welcome. Please send them to joehsueh@mit.edu Thank you.