

ABLE CHANGE PROCESS

For Systems Change

1

IDENTIFY
A TARGETED PROBLEM



2

DEFINE SYSTEM
BOUNDARIES AROUND
THE PROBLEM



3

IDENTIFY RELEVANT
DIVERSE PERSPECTIVES
AND A PROCESS TO
ENGAGE THEM

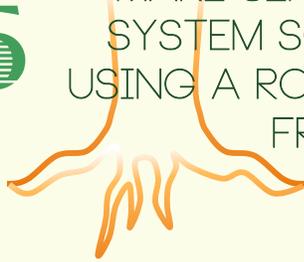
4

DEVELOP SYSTEM SCAN
QUESTIONS AROUND
THE TARGETED PROBLEM
AND USE A PROCESS TO
GATHER THE DATA



5

MAKE SENSE OF THE
SYSTEM SCAN DATA
USING A ROOT CAUSE
FRAMEWORK



6

PRIORITIZE
SYSTEMS CHANGE
TARGETS BASED ON
COMMUNITY INPUT



7

DEVELOP INITIAL
STRATEGIES USING
COMMUNITY PERSPECTIVES



8

USE AN IMPLEMENTATION
SCAN TO IDENTIFY AND
ADDRESS IMPLEMENTATION
NEEDS RELATED TO
STRATEGIES

9

DESIGN A SHARED
AGENDA



10

PROMOTE SMALL WINS ACROSS
THE SYSTEM



11

FACILITATE A SYSTEMIC ACTION LEARNING PROCESS TO:
CONTINUOUSLY IDENTIFY AND UNDERSTAND EMERGING
SYSTEM ISSUES AND OPPORTUNITIES; DESIGN SMALL WIN
ACTIONS; EFFECTIVELY IMPLEMENT AND TRACK ACTIONS;
AND LEARN FOR ONGOING IMPROVEMENT



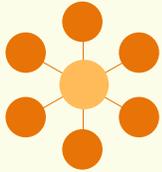
ABLE CHANGE SIMPLE RULES

For Systems Change



ENGAGE DIVERSE PERSPECTIVES

Diverse stakeholders hold unique perspectives on the system, its problems, and possible solutions. The more perspectives accessed and understood, the more accurate the understanding.



THINK SYSTEMATICALLY

Change efforts often target the surface of problems, not the underlying systemic conditions causing local problems. Thinking systemically attends to and shifts system characteristics and their interactions, and the more effective the solutions.



IMPLEMENT CHANGE EFFECTIVELY

Great strategic designs for promoting community change are not enough; systems change efforts must also attend to how effectively their proposed strategies are carried out by assessing and building a climate for effective implementation.



INCUBATE CHANGE

Transformative change is accelerated when communities create the conditions for rapid innovation to occur across the community system. Incubating change includes fostering small actions across multiple community layers as well as leveraging systemic feedback loops to reinforce the change.



ADAPT QUICKLY

Problems facing our communities today are complex and ever-changing. Transformative change requires an ongoing, dynamic process, where understanding, learning and adapting become more important than planning. To adapt quickly, you must identify and quickly respond to emerging problems and opportunities.



PURSUE SOCIAL JUSTICE

In order to really shift the status quo, one must understand disparities in outcomes and opportunities. Pursuing social justice includes identifying, acknowledging, and tackling the inequities that exist.