How to change a system

A checklist of systemic interventions, arranged from weak to strong, influenced by the work of Donella Meadows.

'Higher' interventions have the potential for stronger, broader and more durable improvements, increasing the resilience and sustainability of systems.

Design

Individual Capacity

What level are you working at now? Could you intervene at a higher level?

18. **Paradigm** Leaders: Know your values, speak them, back others.

17. Purpose Leaders: Speak and act as if the new purpose was already a fact.

16. Innovation Get together with friends and 'start-up' a better alternative.

15. Institutions Defend desirable institutions. Work to create needed ones.

14. Rules Work for laws to be passed, or existing laws to be enforced.

13. Counterweights Organise an action group or lobbying alliance.

Rules and structures **12. Full cost pricing** Retrofit 'externalities' into the account books of actors.

11. Level playing field Redistribute wealth or privileged access to information.

10. Accountability Collect data on the decisions of dominant actors and spread it.

9. Community Convene or support a community of practice.

8. Inclusion Create processes for less powerful actors to influence important decisions.

7. Feedback loops Collect data on the consequences of behaviour and feed it back to the actors.

6. Infrastructure Build/modify infrastructure, products and processes to lower the costs of acting.

5. Buffers Provide unstructured time or funds to increase cognitive space for individuals.

4. Services If it's too demanding for people to do it themselves, do it for them.

3. Resources Provide funding and expertise to increase people's leverage or productivity.

2. Skills Use modelling, experiential learning or training to inculcate missing skills.

1. Facts Communicate a life changing fact (if you have one).

Leadership

More at: http://www.enablingchange.com.au/systems.php