How to change a system inspired by the ideas of Donella Meadows

STRONG 18. Change the paradigm Transform your thinking and language. A CHECKLIST of systemic For leaders interventions, arranged from weak 17. Pivot the purpose Align your organisation with human values. to strong, influenced by the work of Donella Meadows. **16. Innovation** Create novel alternatives to everything below. **15. Build/defend institutions** that drive change and enable the weak. 'Higher' interventions have the Rules and potential for stronger, broader and 14. Change the rules Work for laws to be passed or existing laws to be enforced. more durable improvements, structures 13. Organising Start an action group or alliance to lobby for change. increasing the resilience and sustainability of systems. **12. Full cost pricing** Impose 'externalities' on the account books of vital actors. ☐ Have you thought about the II. Level playing field Equalise access to important information, income or resources. full range of interventions? 10. Accountability Create lines of responsibility for meeting targets (e.g. Climate Budgets) ☐ What level are you working at now? 9. Create partnerships Convene ongoing communities of practice, alliances or partnerships. Information ☐ Could you intervene flows **8.** Include less powerful voices Enable less powerful actors to influence decisions. at a higher level? **7. Add feedback loops** Collect data on the consequences of action and feed it back to the actors. Design **6. Build Infrastructure** Create infrastructure, products and processes that make action easy. 5. Provide buffers Provide unstructured time or funds to increase the "cognitive bandwidth" of individuals. **4. Provide services** If it's too demanding for people to do themselves, do it for them. Individual capacity 3. Provide resources Provide funding and expertise to increase people's leverage or effectiveness. 2. Build skills Use modelling, experiential learning or training to pass on pivotal skills. **WEAK**

I. Promote new norms Highlight evidence that desirable actions are sought after and approved by similar actors.