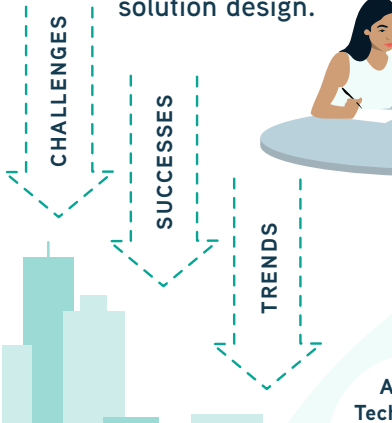


ENGAGE & DISCOVER

Absorb the Situation on the Ground

Embark on many conversations. Make sure ecosystem players (organizations/individuals) are heard and will be part of solution design.



Start With the End in Mind

Look for partnerships that will sustain the work.

Define the Ecosystem

A broad ecosystem definition includes those influenced by or able to influence the transformational goal.

Hire Local

Build teams with those who already have their hands in the work and know the stakeholder landscape.

DIVERSIFY your stakeholder groups.

Understand the obstacles for different stakeholders and always include those you seek to serve in the conversations.

Identify Allies

Move toward the willing.

Determine Where Best To Add Value

A foundation of learning de-risks decision-making and creates credibility for investment choices.

ACTIVATE & STRENGTHEN

RELATIONSHIP BUILDING AND TRUST ARE CORE TO SYSTEM CHANGE

Events Create a Scaffolding for Connection

Share hosting with partners to strengthen and grow the ecosystem.



LEARN WHO PEOPLE ARE, NOT JUST ABOUT THEIR WORK  
LISTEN AND SUPPORT THEIR NEEDS

Model Care for the Humans in the Ecosystem With Every Interaction

This seeds trust and allows relational wealth in the ecosystem to grow.

Maintain a Constant Drip of Communication

Building and sustaining trust requires consistency and care.

Align on the Big Picture Together



Ecosystem Needs Vary

Continually work to understand the different stakeholder intentions for participation.

Respect & Build Upon the Web of Relationships & Resources That Already Exists

A strong relationship web and access to resources ultimately provides support for system change.



SCHEDULE RECURRING GATHERINGS  
ONCE OR TWICE A MONTH

SEND REGULAR UPDATES  
TO ELEVATE COMMUNITY VOICES AND ECOSYSTEM ACTIVITY

HOLD ONE-ON-ONE CONVERSATIONS  
THEY ARE OFTEN THE MOST FRUITFUL

CONNECT ECOSYSTEM PLAYERS  
TO ADD VALUE AND STRENGTHEN THE RELATIONSHIP WEB

COLLABORATE & PROBLEM-SOLVE

Change the Narrative

FROM FIXING SYMPTOMS INDEPENDENTLY  
TO HOLISTIC SYSTEM STRATEGY DRIVEN BY MANY



System Change

Requires Sustained Work for Decades

Consider your portion of the work in a long-term process of change and the legacy you leave for those that follow.

Create Working Groups

To strategically address local gaps, inefficiencies and opportunities for scale.

Funding and/or prestige of the membership attract participants.

Co-Design Programs/Interventions

This builds buy-in and creates a foundation for programs that may be transitioned to community members.



Move on to version 2 or scrap?

Are we solving the oppressive situation?

What other conversation can we have?

PILOT EXPERIMENT WITH PROGRAMS/INTERVENTIONS AND CONTINUALLY ASK THE TOUGH QUESTIONS

MEASURE IMPACT

REFINE CONTINUE TWEAKING BASED ON THE ECOSYSTEM NEEDS AND PARTICIPANT FEEDBACK

MEASURE IMPACT

SCALE LAUNCH TESTED SOLUTIONS, AND THOSE ATTRACTIVE TO FUNDERS, TO A WIDER AUDIENCE

MEASURE IMPACT

Room To Fail Is Critical for Success

Promote transparency and learning to continually hone strategy toward lasting impact.

Continually Tend to Relationships

Stable relationships weather challenges and preserve forward movement.