Practices - *how* things are done

Policies - known rules & strategies

Resource Flows - people, time, money

STRUCTURES

Connections - with people, places & things

Power dynamics
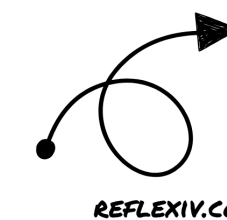
RELATIONSHIPS

Assumptions

Values

MENTAL MODELS

Based on the 6 Conditions of Systems Change
by Kania, Kramer & Senge

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# HOW TO USE THIS TOOL

The 6 Conditions of Systems Change was created by John Kania, Mark Kramer, and Peter Senge. The model is intended as an actionable model to understand systems, as well as to shift them towards desired outcomes. SOURCE: https://www.fsg.org/resource/water_of_systems_change/

There are many ways to use this tool. Here is ONE way...do make up your own!

Think of a system you are trying to shift or change, small or large. For that system, think though each of the six areas, noting your response to each question. There are no right or wrong answers.

1. What biases, assumptions and values are holding the system in place? What would **changed** biases, assumptions and values look like?
2. Who are the various people and/or ideas that have power in the current system? How do those different sources of power relate to each other? What would a different power dynamic look/feel like? Who would the **new** power dynamic benefit?
3. What are the relationships and connections that hold the current system in place? What **different** connections and relationships need to exist for the system to behave differently?
4. What are the policies, rules and strategies that are expressed in the current system? Who do these benefit? What would be the consequence of **changing** these policies, rules and strategies?
5. What are the practices in the current system - how are things done? Why are they done that way? Is there an opportunity for **different** practices? What might happen if these were changed?
6. How does 'resource' - time, money, skills etc., flow within the current system? What **new** resources would you need for a different system? How might you repurpose existing resource toward a new system?

Use your answers to think through your ideas, or to come up with new ones.

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