

PREPARATION MATERIAL FOR FIRST WORKING GROUP CALL

INTEGRITY
CHANGEMAKERS

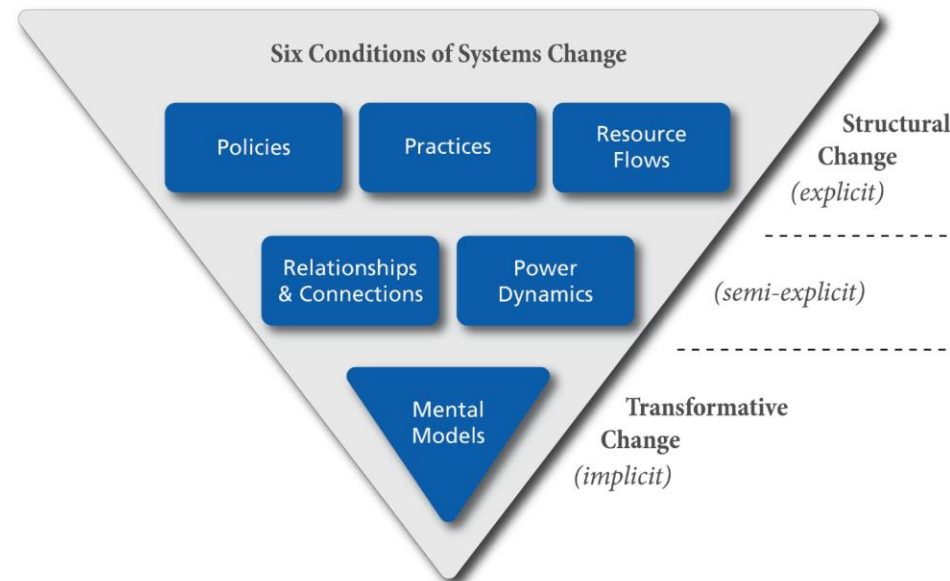
Objective of the call

- Deep dive into the barriers and opportunities to our prioritized goals.
- Explore which of the barriers and opportunities are most relevant to you as a collective that we can focus on going forward.
- You can use the tool provided in the next pages to kick off your reflections.
- You should come out of the call with 2-3 key barriers that we can focus on as a collective.

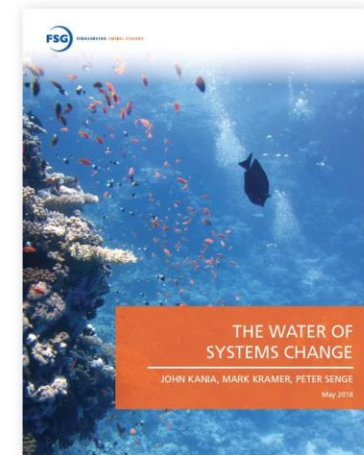
The Water of System Change

The tool we are presenting as a prompt for your discussion is called *The Water of System Change*. The video on the next page briefly explains its use. You can read the article below for a more in-depth explanation.

It is a useful tool to reflect upon the deep roots of a system, how they are causing the social issue we are facing and on what levers we can intervene.



Download the Report



[DOWNLOAD](#)

THE WATER OF SYSTEM CHANGE

A tool to analyse a system
(from: www.fsg.org)



ASHOKA



This video is part of a wider series that is currently being developed by Ashoka.
Please do not share this video or its link externally without previously asking us. Thank you!

Suggested guidelines for your group's discussion

1. Choose the Pillar of Focus (i.e. your working group!): E.g. Business of Integrity

2. Choose one of the Goals/Key Changes: E.g. Ethics practices and ethics training are included in organizations in private sector & they are transparent. You can consider all the goals listed if you prefer, or if you feel that one is really missing you can edit/add.

3. Reflection & Discussion: You can use the table on the next page to think about the different dynamics of the system we are addressing.

- What are the systemic barriers that are not making one of the listed goal a reality yet?
- What are the System Levers we can act upon? Which of these dynamics can be modified and how?
- On which is it important to act? (e.g. the most urgent, the least addressed by others, the one that motivates you most, etc.)
- Which one reflects your motivation and strength as a group to act on?
- Where is there the biggest opportunity for collaboration?
- Who are the other relevant stakeholders in the ecosystem addressing one or more of these dynamics?

Clarifications to leverage points:

MENTAL MODELS

Habits of thought—deeply held beliefs and assumptions and taken-for-granted ways of operating that influence how we think, what we do, and how we talk.

POWER DYNAMICS

The distribution of decision-making power, authority, and both formal and informal influence among individuals and organizations.

RELATIONSHIPS & CONNECTIONS

Quality of connections and communication occurring among actors in the system, especially among those with differing histories and viewpoints.

RESOURCE FLOWS

How money, people, knowledge, information, and other assets such as infrastructure are allocated and distributed.

PRACTICES

Espoused activities of institutions, coalitions, networks, and other entities targeted to improving social and environmental progress. Also, within the entity, the procedures, guidelines, or informal shared habits that comprise their work.

POLICIES

KEY LEVERAGE POINTS FOR SYSTEM CHANGE

Consider these important places to intervene in a system

Leverage points in a system (starting with most effective)	Can this leverage point be applied to significantly improve the system? Yes/No	Comment (why it is/isn't applicable in this case. If yes – how exactly)
MENTAL MODELS		
POWER DYNAMICS		
RELATIONSHIPS & CONNECTIONS		
RESOURCE FLOWS		
PRACTICES		
POLICIES		

Before you start...

- Have you chosen your working group? If not, please look at the working groups [here](#) and add your name.
- Do you know when your group's call is happening? Email us if not!
- Are the objectives and steps of the call clear? The goals you should focus on are listed in our [Visions&Goals document](#).
- Please make sure you save some time before the call to prepare and start reflecting, in order to kick start the conversation in the call more easily.

For any doubt please email us! Michela: mfenech@ashoka.org; Giulia: gsergi@ashoka.org