



Drivers of change: _____

STIR-DEEPER categories: society, technology, industry, resources,
demographics, economics, environment, politics, energy, religion

DIRECT IMPACT

*(for example, on the organisation,
project, programme, initiative etc.)*

INDIRECT IMPACT

*(for example, the organisation, project, programme
or initiative needs to respond to)*

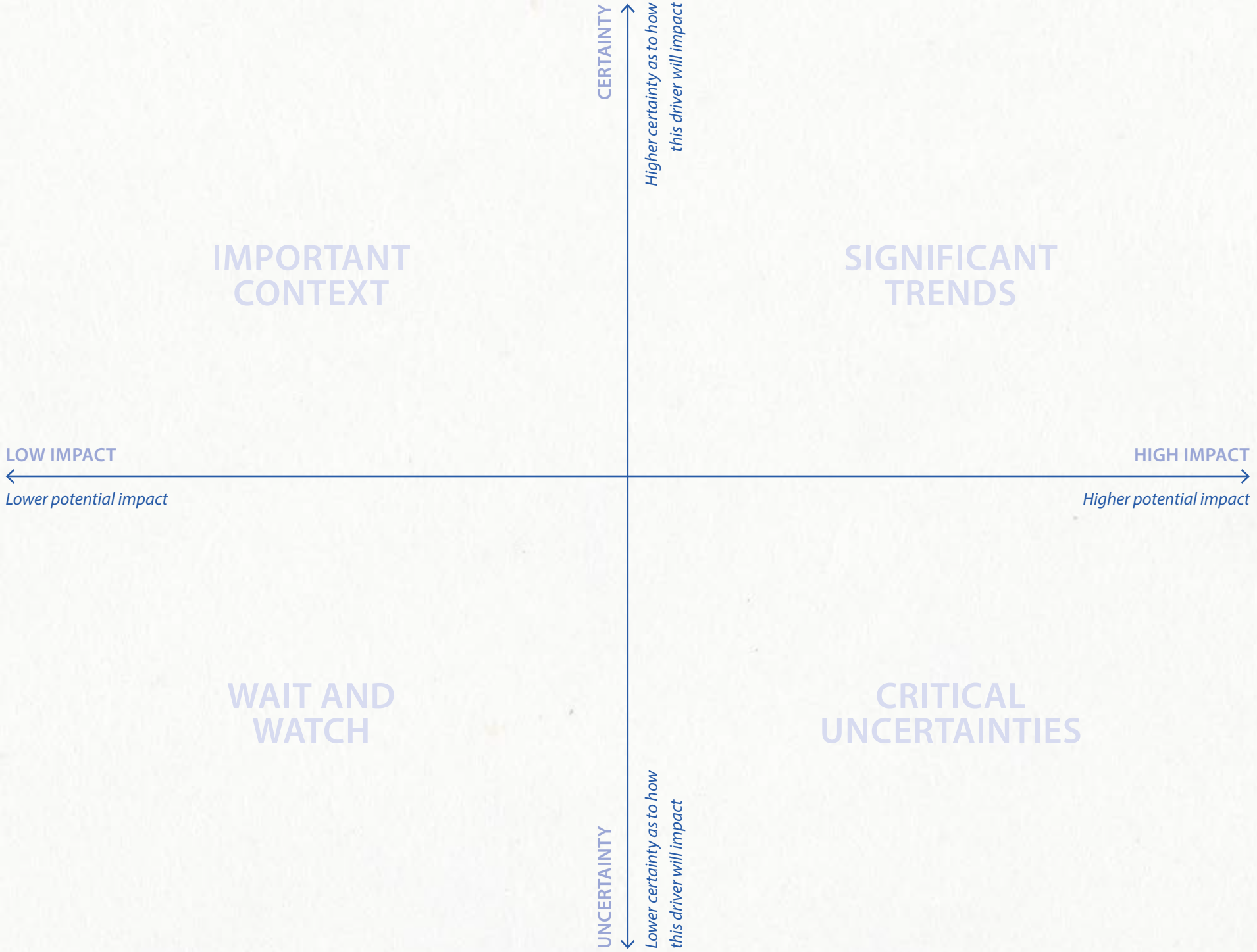




? Focus of question	Example questions
1 Critical issues	If you could speak to someone from the future on [insert issue] what would you want to know?
2 Favourable outcome	What is your vision for the future?
3 Unfavourable outcome	What are the consequences if your vision is not realised?
4 Changes required	What needs to change to make your vision a reality?
5 Lessons from the past	Looking back, are there any lessons – successes, failures – from the last [Insert time period] years that we can learn from?
6 Decisions to prioritise	What needs to be done now to make sure your vision becomes a reality?
7 What the interviewee would do as a leader	If you had the power to make anything happen, is there anything else you would do?

DRIVER MAPPING (UN)CERTAINTY MATRIX

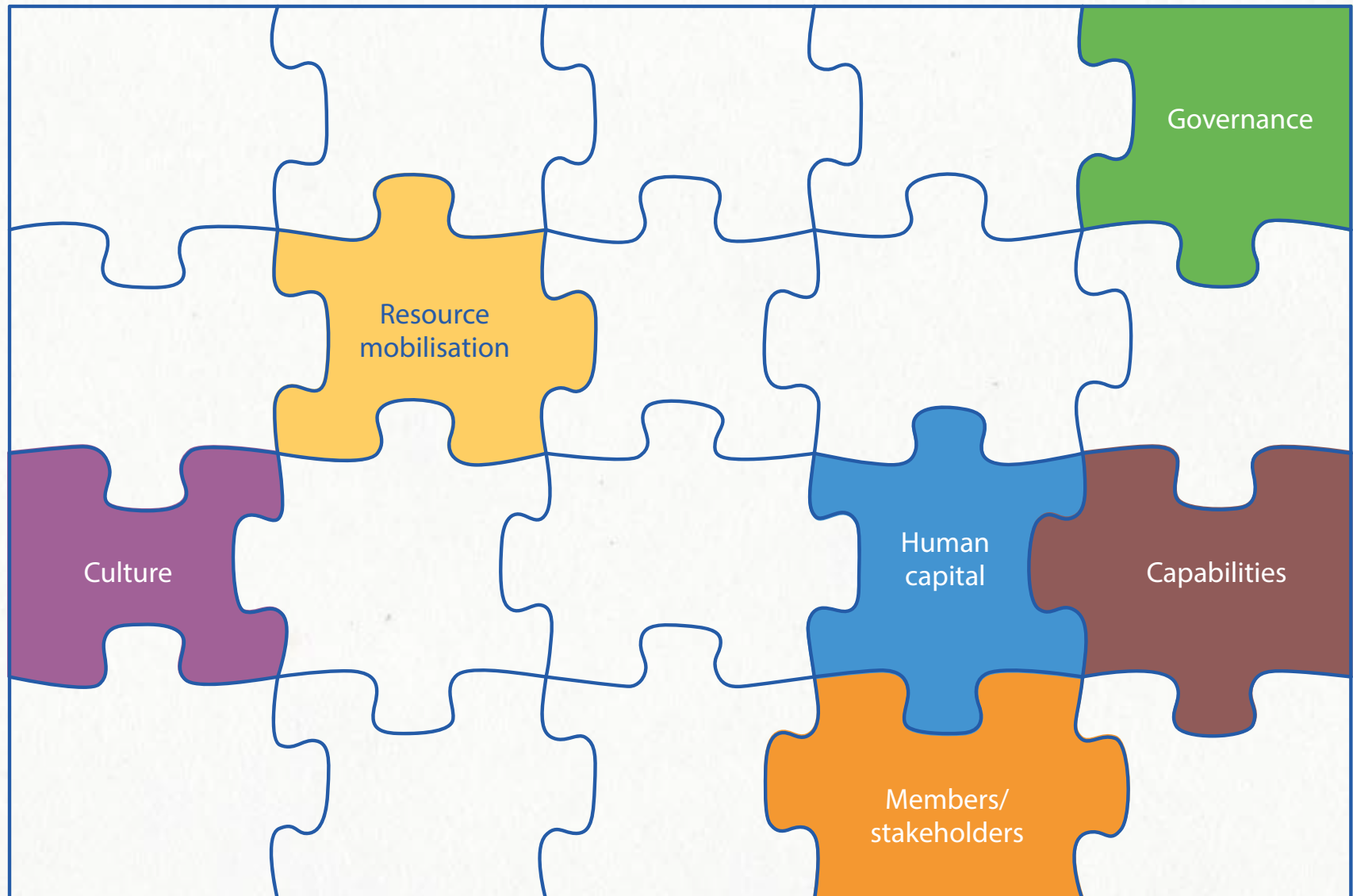
TEMPLATE - PART 2. EXPLORING DYNAMICS OF CHANGE



SYSTEM MAP

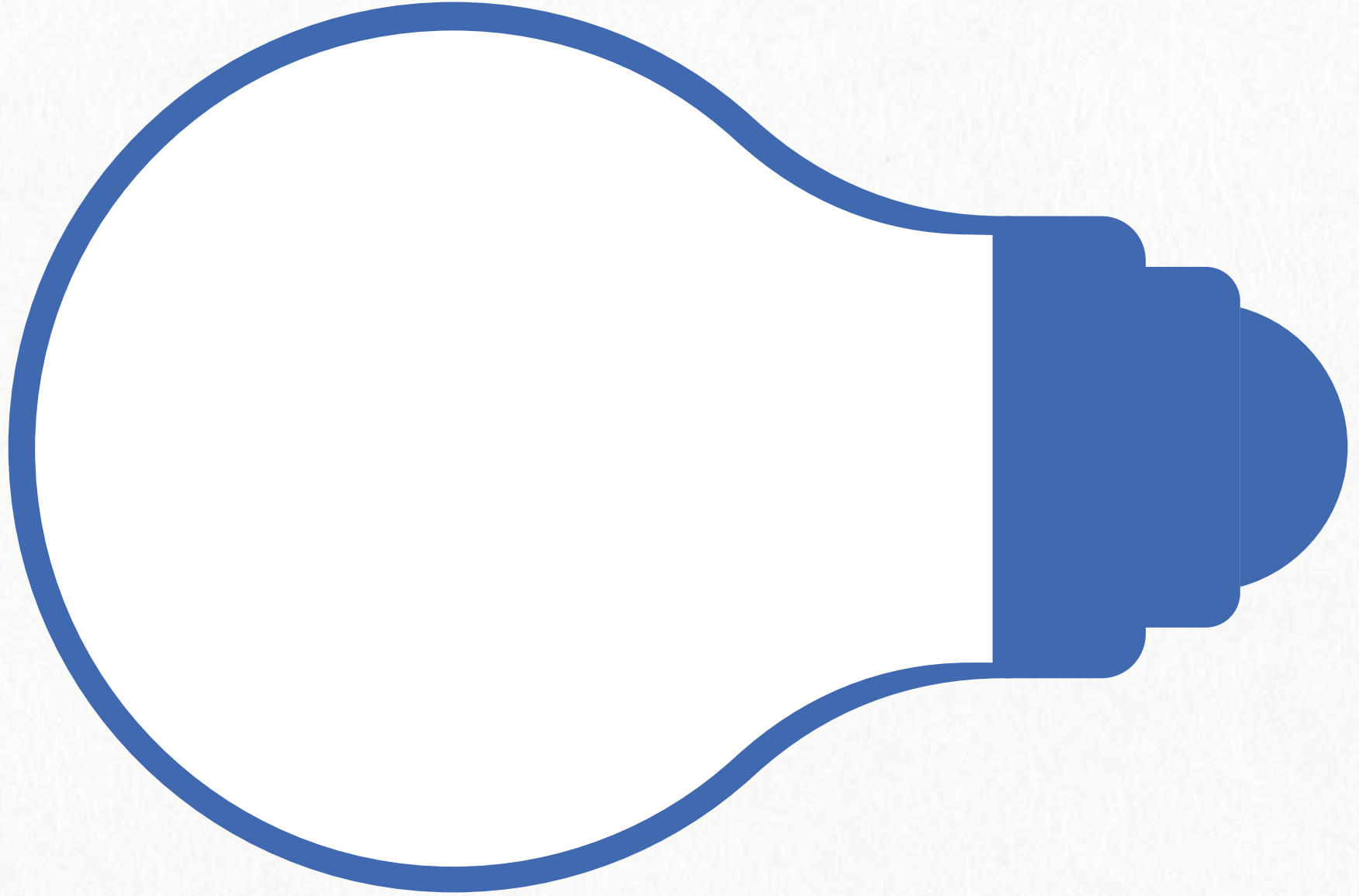
A systems map identifies the important parts of a system and how they relate to each other.
It is a visual tool to aid integrated thinking and discussion.

What are the important parts of your system (*organisation, project, programme, intervention etc.*)?
Use the pieces below to create your own systems map. Some examples are provided to help you get started.





LIGHT BULBS
FROM THE FUTURE





PULLS OF THE FUTURE

A vision of our preferred future



PREFERRED FUTURE

PUSHES FROM THE PRESENT

Pushes are forces that compel us to change or pursue a future

WEIGHTS OF THE PAST

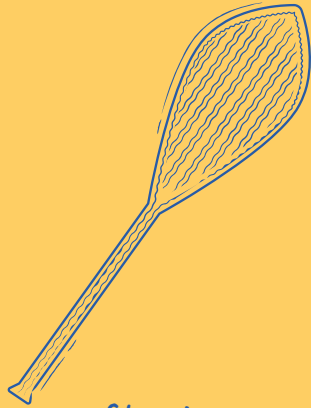
Weights tend to come from history and prevent from changing or pursuing a plausible future



METAPHOR CARDS

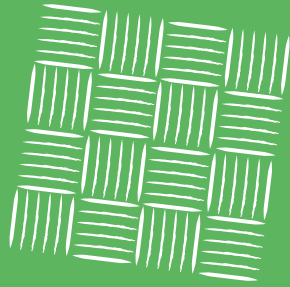
Use these metaphor cards to inspire alternative metaphors or visuals of the future

1



Steering
paddle

2



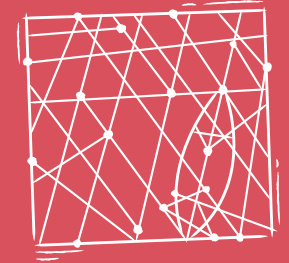
Woven mat

3



Fale

4



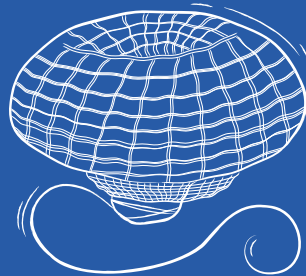
Rebillib

5



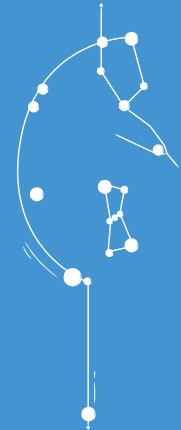
Kakala

6



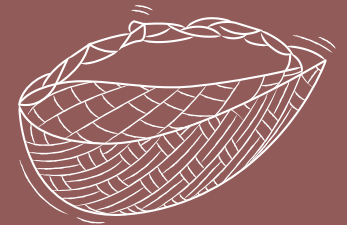
Fishtrap

7



Constellation

8



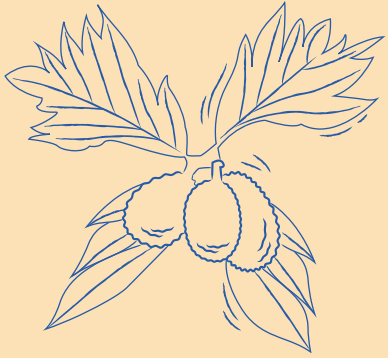
Woven basket



METAPHOR CARDS

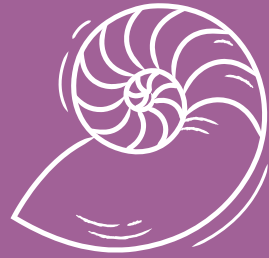
Use these metaphor cards to inspire alternative metaphors or visuals of the future

9



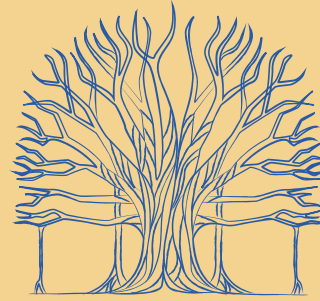
Breadfruit
tree

10



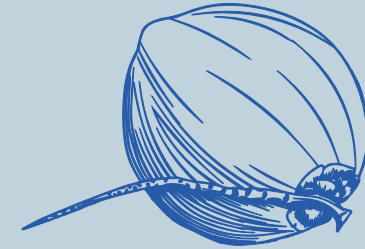
Nautilus

11



Banyan
tree




12



Sprouting coconut





No change	Adaptive change	Radical/Transformative change
 A light blue line drawing of a fossilized fern frond, showing a circular fossil head and a long, narrow leaf-like structure.	 A light blue line drawing of a fern frond that has uncoiled from its circular fossil head into a more complex, branching leaf structure.	 A light blue line drawing of a modern fern frond, fully developed with multiple pinnules branching from a central stem.

The Island Model of Culture: Nine tenths of culture is below the surface

(adapted from UIS-UNESCO)

Surface culture

Things you can recognise easily; acts

Shallow culture

Unspoken rules; things that take some time to recognise, ways of thinking

Deep culture

Unconscious rules, ways of "feeling", things that you can recognise only when you are familiar with a culture

CLA levels

Litany

What are the headlines?

Systemic causes

What are the underlying causes?

Worldview discourse

What are the prevailing worldviews?

Myth/ metaphor

What is the deep unconscious story?





	Present	Transformed
Litany <i>What are the headlines?</i>		
Systemic causes <i>What are the underlying causes?</i>		
Worldview <i>What are the prevailing worldviews?</i>		
Myth/metaphor <i>What is the deep unconscious story?</i>		

Present



Future

Metaphor of the present

Metaphor of the future

Imagined key events

Imagined decisions

Imagined activities

Date:

Activity, decision or event:



Date:

Activity, decision or event:

