

From Chaos to Transformation: Leveraging the Unexpected for Positive Community Impact

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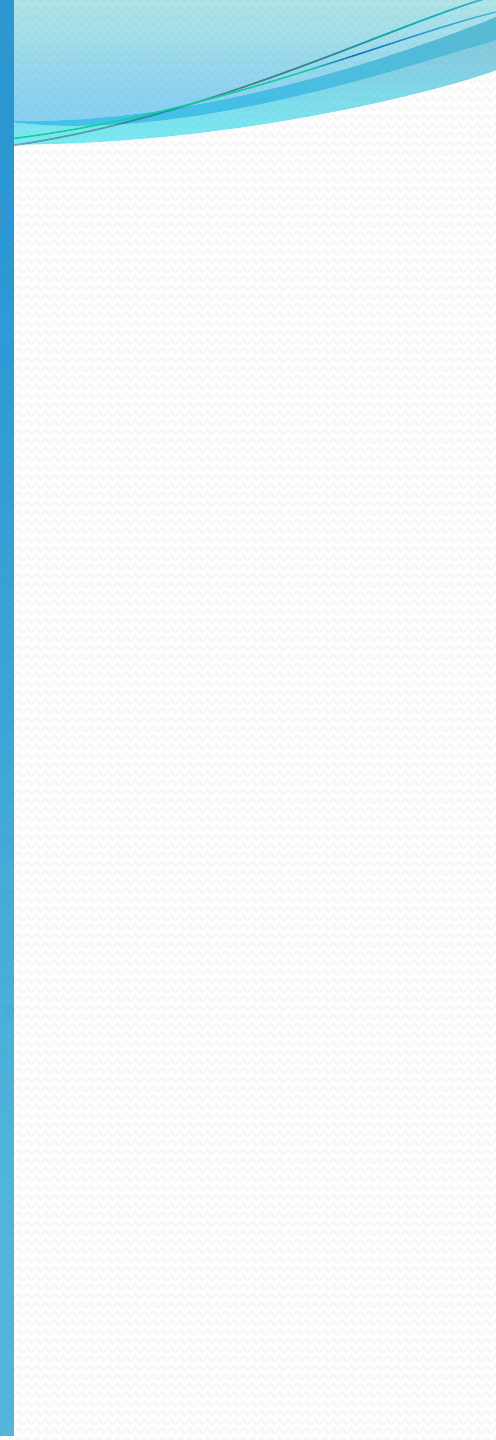












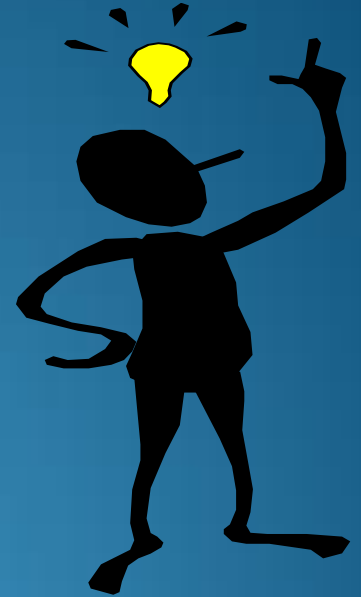


If life were
predictable it
would cease to
be life, and be
without flavor.

Eleanor Roosevelt



How do people respond to Change?



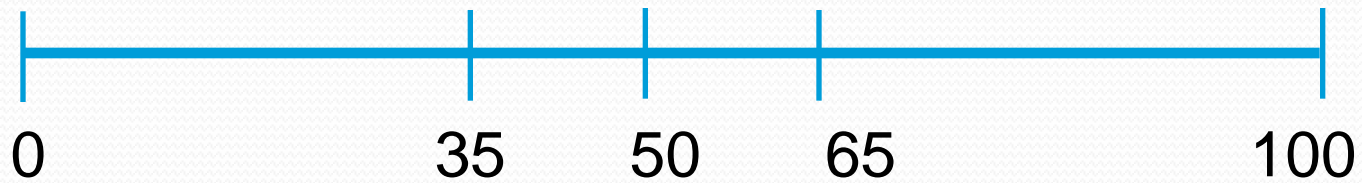
Dilbert's View of "Change"



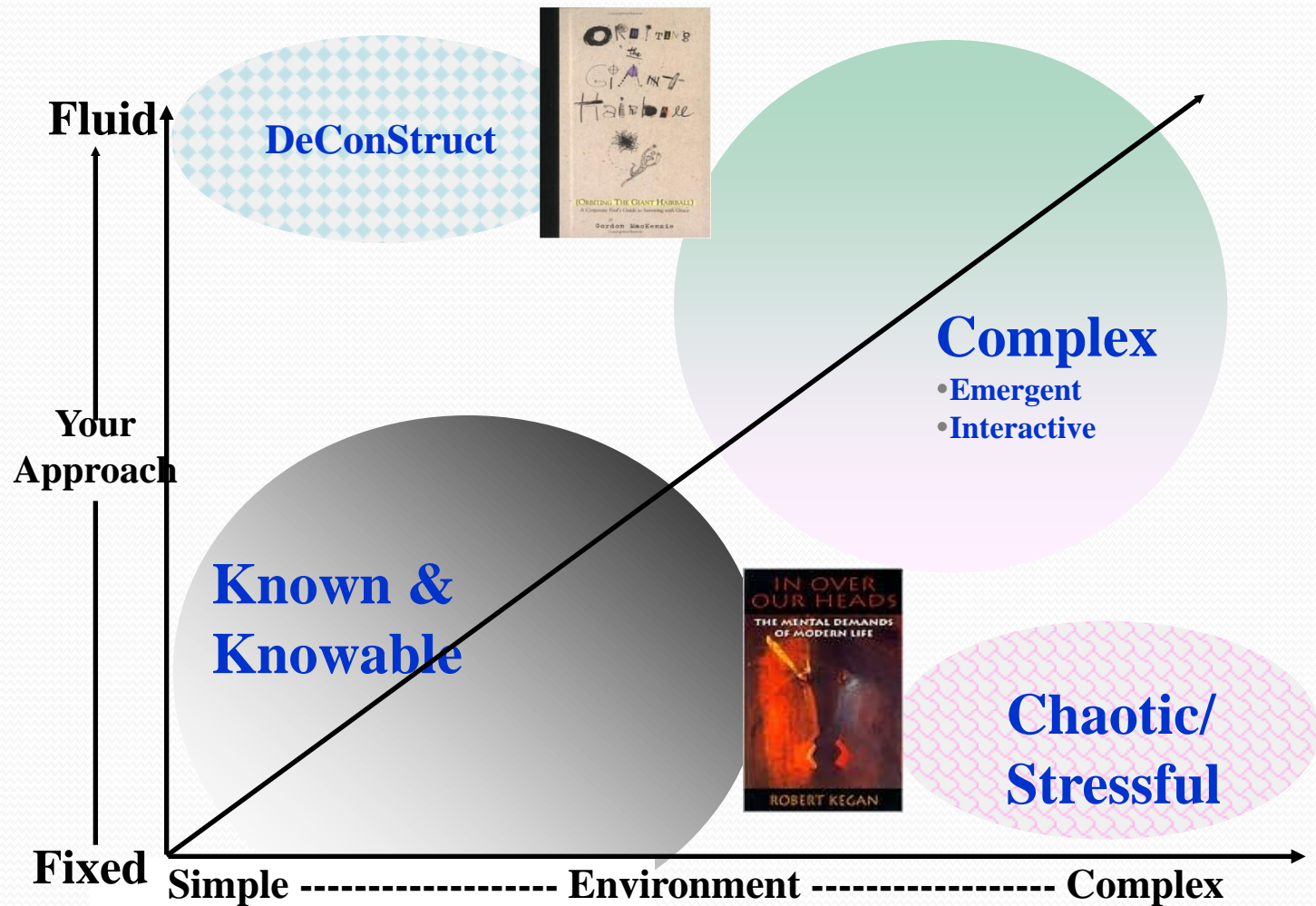
*Change is
Great!!!*

You go first.


Where Do You See Yourself?



COMPLEXITY FRAMEWORK







“Power without love is reckless and abusive, and love without power is sentimental and anemic.

It is precisely this collision of immoral power with powerless morality which constitutes the major crisis of our time.”

Martin Luther King Jr.



What influence can we have?

Are we just victims of all this
complexity?

What should we do?

Create the Disruption!

- Biblical examples: Ruth, Deborah, Rahab
- Ask questions that spark possibility
- Create your own idea and move it forward
- If you are a specialist, partner with a multipotential person (Ag, business, community, faith)
- Explore alternatives
- Let your creativity go wild!

Create the disruption: capitalize on knowledge and resources

Spark magnificent creativity:

Reach beyond your usual friends and colleagues and engage others

Put different people together in creative space and support groups to innovate together

- Hackathon
- Free Space

Create the disruption: through opportunity for innovation

Uber, HRM, SRI

- Small things can lead to big changes
- Create the innovation that sweeps positively through agriculture

Span Boundaries!

- Link to markets, technologies, ecology, spirituality
- Global health – one world, one health
- Create space for chaos
- Link middle managers across boundaries, those who want to bring about change
- Leverage marketing: create new at each opportunity

Span Boundaries: Work Borderless

Political and social borders are human creations

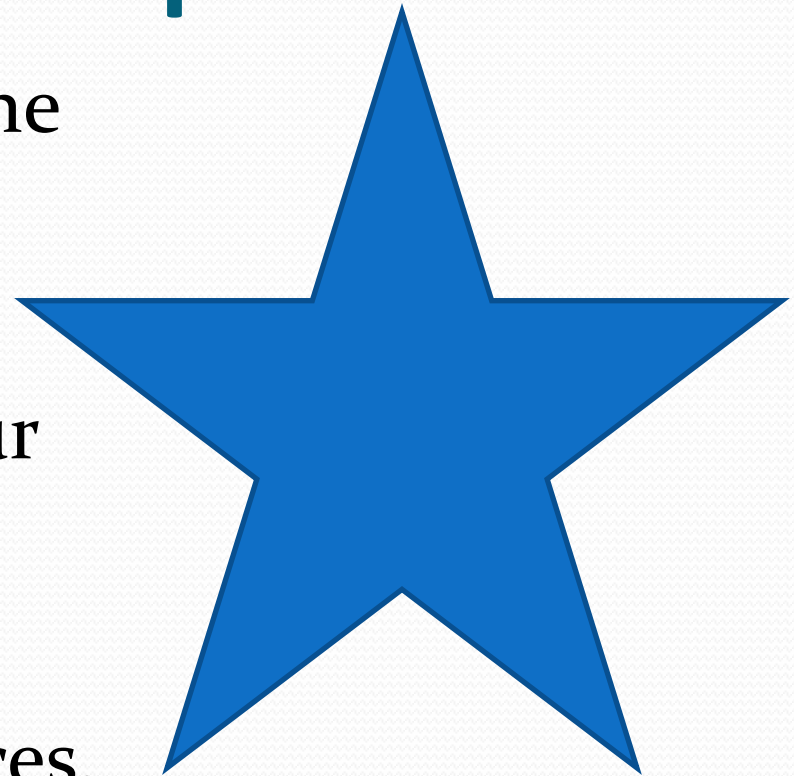
- Work with ethnic and faith populations who span national boundaries
- Make a range of perspectives easily visible to many
- Link people who are very different and know things must change and help them to collaborate (business, farmers, government)

Span Boundaries: Scan with a broad stakeholder group

For changes “out there” in the environment

For successes “in here” in our community

If faced with “A” vs “B” choices, seek out other points of view and explore further



Leverage Technology

- Real time learning – not evaluation at the end of a project cycle or crop season, the Proximity example
- Constant feedback on new and existing products
- Use social networks to see and expand possibilities
- Use video, the internet, radio and multistakeholder meetings to make different perspectives visible

Recognize, Encourage, and Honor Emergence

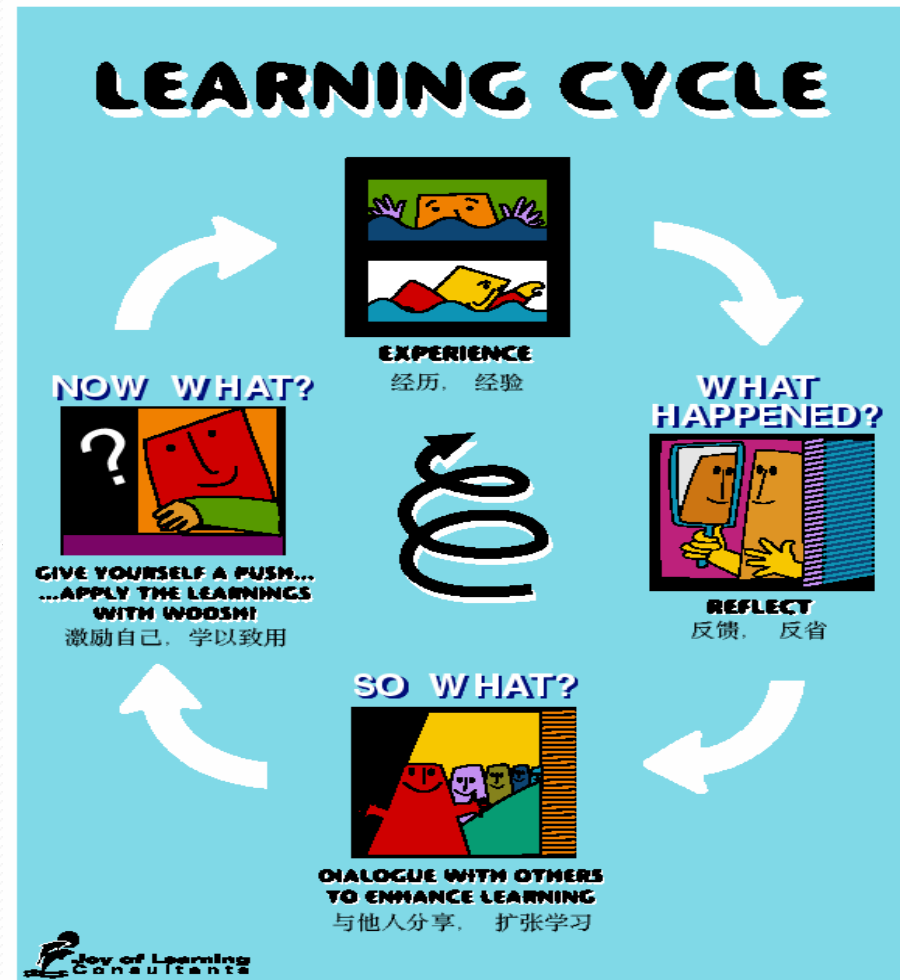
- Tell stories of transformation: Paul Hawkin *Blessed Unrest*
- Emergent leaders
- New ways to work in agriculture emerging?

Treat actions as pilots and experiments

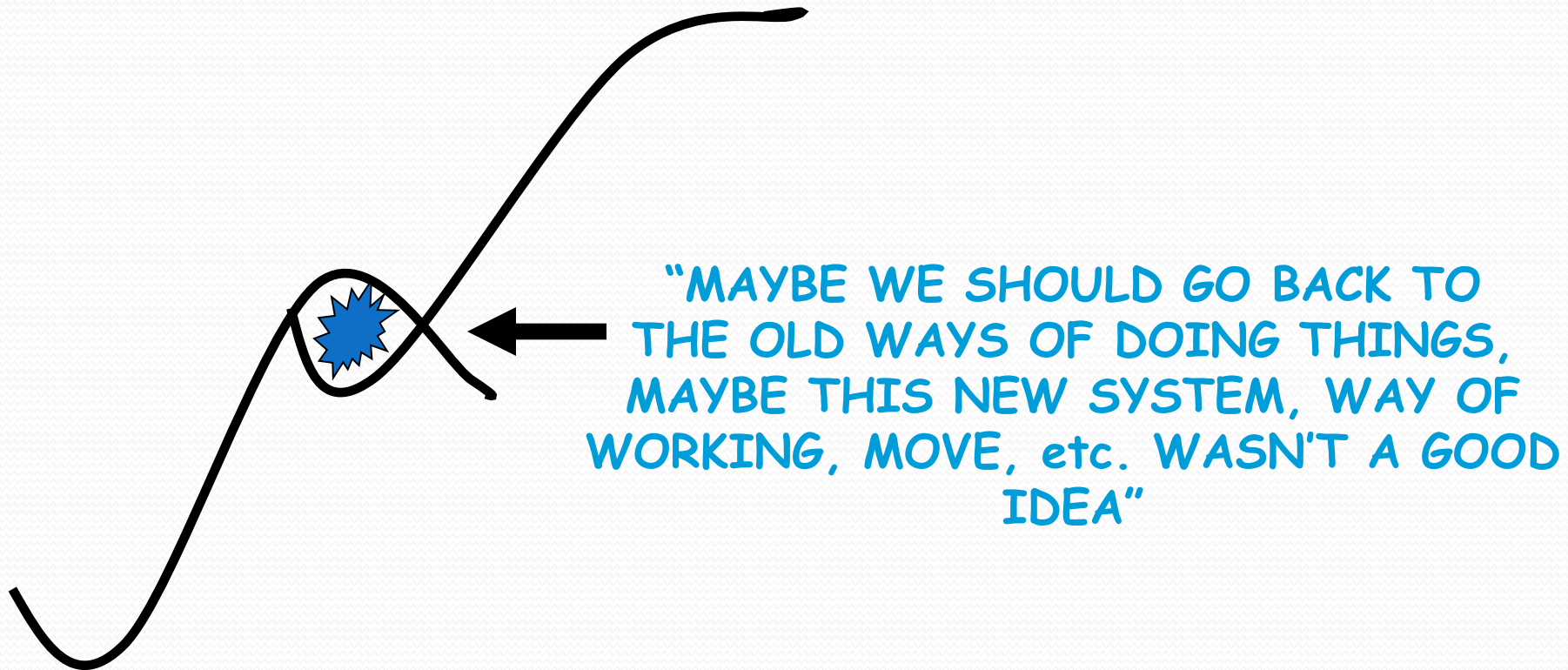
Consider everything an experiment – even for big strategic actions

Have regular learning conversations – you never know – and change direction if needed

Use Failures as information to learn and to improve (not to punish)



RECOGNIZE WHEN CHANGES REPRESENT A STRATEGIC GROWTH CHOICE POINT



Take personal and small group responsibility

Small things can have very big effects in/on the organization. It could be you or your work or project that make a difference

We are a blaming society. Notice when you are blaming and NOT taking responsibility and don't waste your time.



And remember...

You can't always make things happen

You don't always know what caused
success or failure

There are unintended consequences



Inspired?

Read:

Engaging Emergence by Peggy Holman

Antifragile by Nassim Taleb

The Tipping Point by Malcolm Gladwell

The Chaos Imperative by Ori Brafman

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