



PATHWAY OF POSITIVE CHANGE

DISCOVER

Step into what is already there and what has come before. Look, listen, feel: Discover what is important in this place and time...

DESIGN

Step up to what moves you. Plan, practice, believe: Design with conviction that together you can make a difference...

ADAPT

Step back to pause. Share, reflect, review: Adapt to make things even better...

IMAGINE

Step together towards what calls you collectively. Care, connect, collaborate. Imagine "what if"...

ACT

Step out with what you have to offer. Contribute, join, lead: Act with others...

(Bijoux, 2020; informed by Cooperider and Srivastva, 1987; Bailey, Jordan and Fiester, 2006 and Brooks and Dunscombe, 2015.)



PATHWAY OF POSITIVE CHANGE

WHAKAPAPA AND OUR USE

This tool helps reveal what people are up for and how they might work together. It enables a group to better understand what they already have together, imagine a future and a way of getting there, to believe that way will make a difference and to act on that belief in ways that build on what has come before and what is already there; growing local leadership, relationships and teamwork as we go. It opens up the capacity to imagine a better way; to join with others and believe what you are doing will make a difference; to act together by joining and leading at different times; and to learn by doing and adapt as we go.

HOW TO USE IT

This is a tool we use to help [re]activate community change, often in conjunction with our Iterative Planning tool. To activate a better future, actions grounded in what matters to a cross section of local people provide a firm foundation.

First, reveal and recognise the strengths that already exist in a community, listen to better understand what matters to local people and what there is already to build on, then really imagine what achieving that would feel like. What would make hearts sing here if it were to happen?

Use this information to design ways forward that are believed in and connect with others to make them happen. Be willing to care about what matters to others, to contribute and to learn and to change yourself too. Backcasting from your imaginings can be a good way of doing this.

Find the things you collectively have the conviction to act on and do something. Small is fine, together is vital. Follow this up with some reflection that is intentional about learning and adapting. Make changes as necessary so others can build on your experiences and that lives your place can become even better.