Toolkit Title

Shift Things in the System

Purpose of Toolkit

When trying to intervene and influence the system as a change agent.

Toolkit Methodology and Application

See attached.

Case Study or Example

See attached

Acknowledgements and Sources

See attached.

Toolkit Category

Organisation Development

Keywords

Organisation Development, Systems Thinking, Intrapersonal, Interpersonal, System.
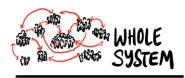
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SHIFT THINGS IN THE SYSTEM

#foundation #intrapersonal #interpersonal #team #system

A system is made up of 5 levels. We, the individual, are present at every level as an agent of change towards a new vision, or the preserver of the status quo.

Whole system: You in a system within systems, like a regional healthcare system or a whole country

System: You in a larger group that has submitted itself to a common goal, like an institution

Group: You in a loose group, like a team

Interpersonal: You and another individual. Together, you form a system of 2

Intrapersonal: You, the individual. You are a deeply complex system of 1

To change the many, we start with one.

SHIFT THINGS IN THE SYSTEM

<u>When to use:</u> When trying to intervene and influence the system as a change agent

<u>How to use:</u>

Trying to influence, intervene and shift things starts from convincing yourself (**intrapersonal** level) of the vision you have first.

Then, you begin to influence further as you convince and shift the next person you talk to (**interpersonal** level), the next **group** you encounter, finally bringing the vision to the **system** or **whole system** level for things to change.

Be aware of which level of the system you are intervening at and start your work from the levels below.