

THEME 5

SEEKING TRANSFORMATION: PRINCIPLES OF LARGE-SCALE SOCIAL CHANGE

***'CHANGE-MAKERS' TASK IS TO SENSE AND ACT ON TENSIONS BETWEEN CURRENT REALITY AND A VISION OF POSSIBILITY...THEY HAVE THE SPIRIT OF EXPLORERS, CURIOUS TO LEARN MORE, READY TO CROSS BOUNDARIES, ABLE TO LET GO OF WHAT HOLDS THEM BACK AND WILLING TO CO-CREATE NEW WAYS.'* (JOHN O'BRIEN AND CHRISTOPHER LIUZZO, SEEKING TRANSFORMATION, CENTRE FOR WELFARE REFORM 2020)**

The focus of this theme is on the key steps in the behaviour and processes required to build sustainable change in and across complex systems. The theme is organised around the following elements:

- 1. Describing new and fundamentally better future** through a supporting narrative that attracts and energises others to get involved.
- 2. Being open to and embracing different perspectives and insights** – continually reaching out to new potential allies and collaborators.
- 3. Working across boundaries and being flexible and adaptable** - accepting that, while seldom tidy, real progress can be made if the purpose is clear.
- 4. Be prepared for the long haul** and paying attention, maintaining energy and optimism – this work is difficult but the benefits of progress are great for all involved.