

Shaping – Not Enduring – The Future of Olds



Six Quick Stories



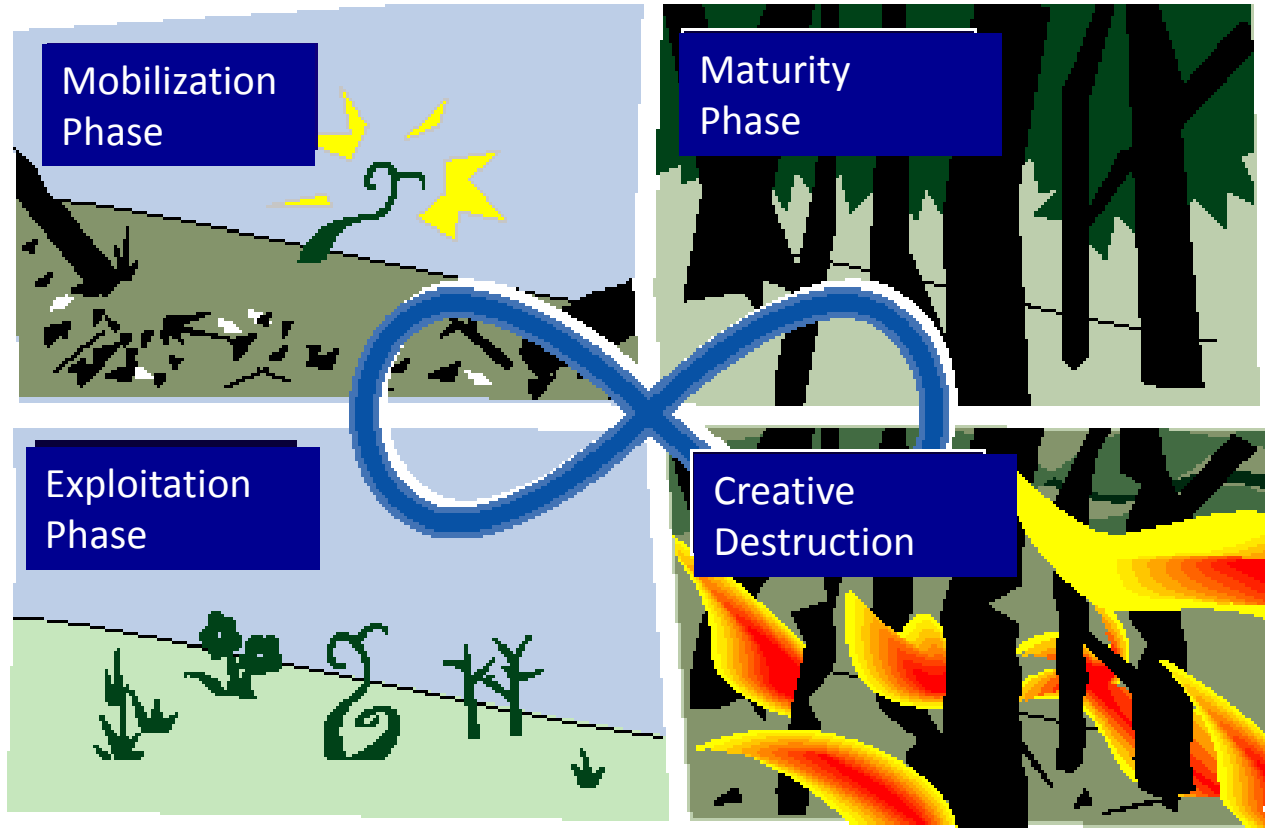
- 1 A Railway Crossing in Waupen
- 2 A Prize Bull in Tupelo
- 3 Teen Pregnancy in Tillymook
- 4 Health in the Inner City in Chicago
- 5 Emergency Heroes in New Orleans
- 6 Neighborhood Recovery in Winnipeg

Emerging Themes

1. Citizen engagement
2. Many little actions:
 - Most don't work out;
 - Some develop into early wins;
 - Some emerge into self-refuelin change initiatives.
3. Connect the Dots, Untie the Knots
4. Adaptive leadership: act, react and



Eco-Cycle of a Forest

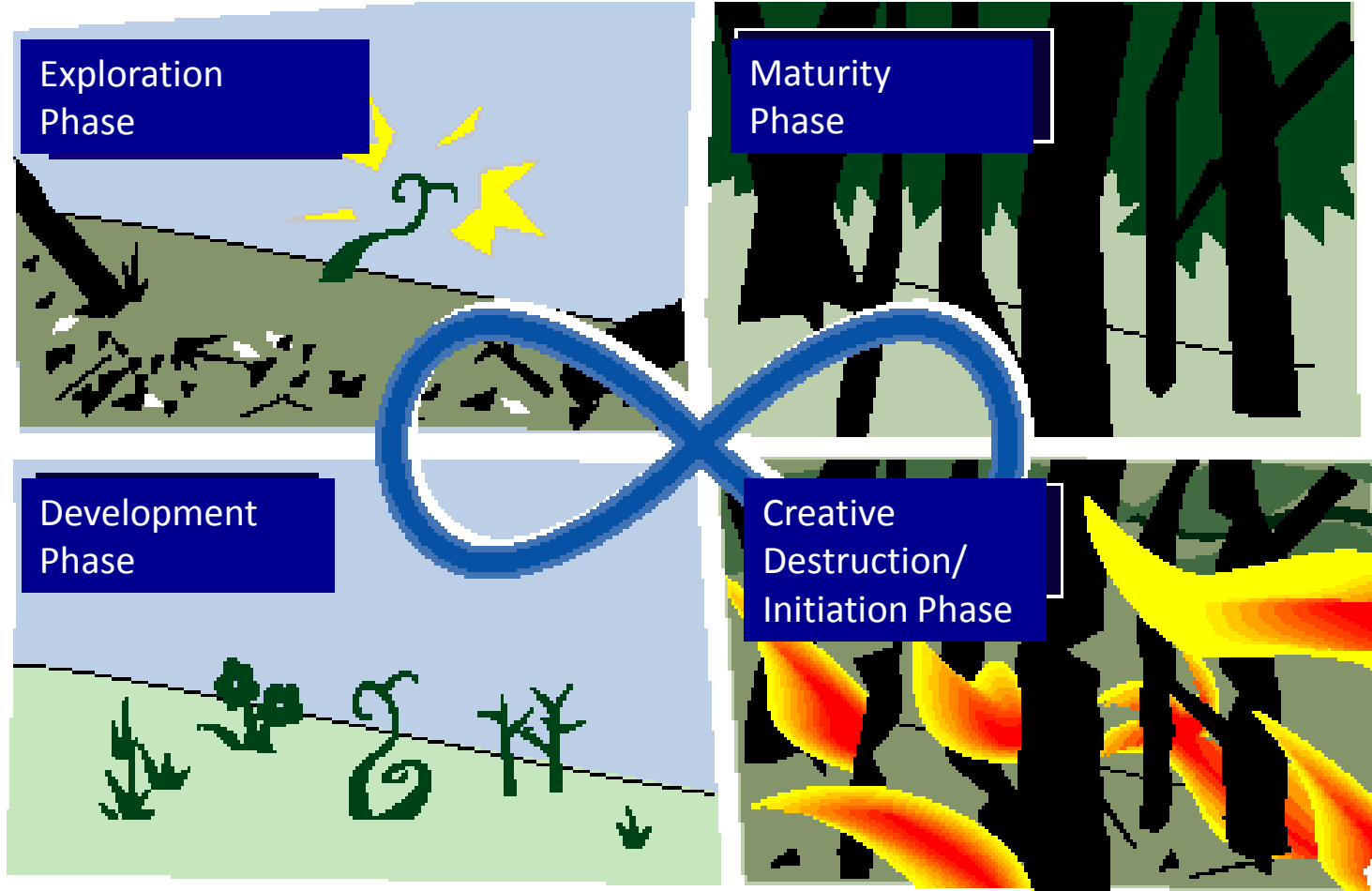


Source: http://www.plexusinstitute.org/edgeware/archive/think/main_aides9.html

*Creative
Leadership*

Community Change

*Strategic
Management*



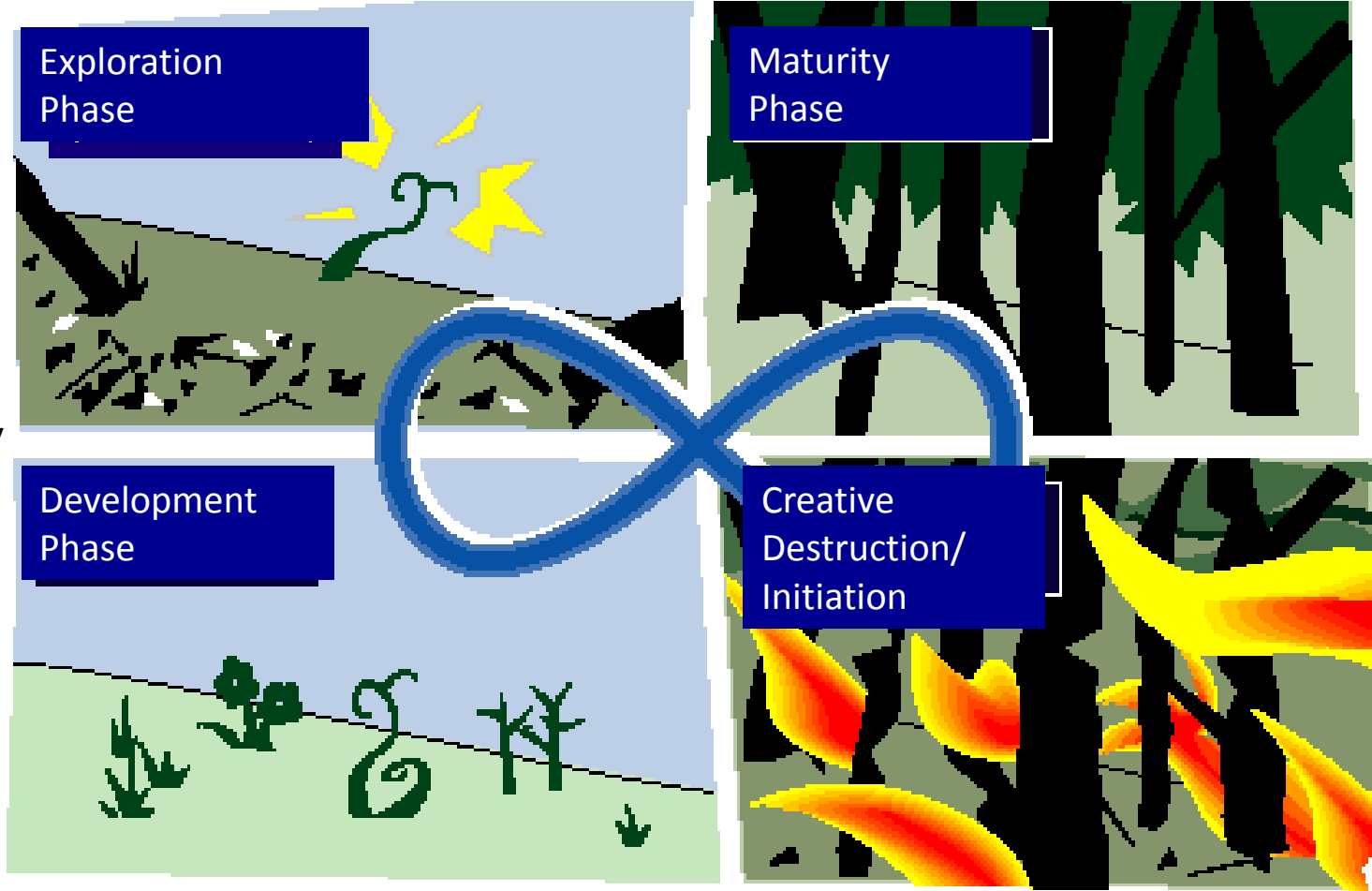
*Entrepreneurial
Leadership*

*Charismatic
Leadership*

Transitional Traps

Chronic Disaster
Trap

Scarcity
Trap



Rigidity
Trap

Parasitic
Trap

The Scarcity Trap

1. People's motivation to address the issue is low.
2. Proposed ideas or solutions are not created due to lack of energy and resources.
3. Weak process for exploring issues and options.
4. Change makers disagree on which idea to pursue.
5. Actions require significant changes in positions.
6. Change makers not perceived as credible.
7. The context – and issue – change so



Community Development as Gardening



- Till the soil of community readiness, will and creativity.
- Become 'community development gardener'.
- Plant many seeds.
- Reinforce early, prune out those that are not robust.
- Harvest and then re-till the soil and plant new seeds.

Shaping – Not Enduring – The Future of Olds



Questions

- What stands out for you from this presentation?
- What are the implications – if any – for how we make change in Olds?

Promising Actions

1. What is one 'promising' action you think could move this thematic area forward?
2. Why do you feel it's promising?

Promising Early Wins

Definition:

- An action likely to get done, makes a difference, is observable and generates confidence and momentum.

Criteria:

- Motivating: energy and commitment of people to pursue the action.
- Impact: scale, depth and durability of change.
- Feasibility: likelihood of getting done.
- Early'ness: length of time to unfold and generate an outcome.

Moving Actions Forward

1. What are the immediate next steps to move each action forward?
2. What people and organizations in the community exist to assist with each of these steps?
3. What role – if any – do we see for this group to make the next steps happen?
4. Do we want to meet again? If so, who will call the meeting?

Think, Pair, Share



Think (5 minutes, alone)

- *What changed – if anything – for you today?*
- *What questions – if any -- emerged?*
- *What is one thing you will do to get others involved in this work.*

Pair & Share (10 minutes)

- *Find a colleague and take five minutes to share your responses with them. Then switch roles!*