

LCAN Leader Offsite

What are the semi-visible and invisible dynamics that are impacting your LCAN success?

Much of our work on system change often focuses on the visible aspects of policy, procedure changes and the flow of resources needed to do the work. Yet what can make or break progress are the semi-visible dynamics of power, relationships and connections, as well as the invisible areas of mental models (e.g. implicit bias) that hinder people from seeing problems as they really are. Explore examples of how these levels are at play in your community:

Policy
Practices
Resource Flows
Structural change (visible)

What are the relationships & connections that are helping or hindering?
Relationships & Connections
Relationships & Connections

Resource Flows
Structural change (visible)

What are the power dynamics at play? (e.g. business vs. education)
Power Dynamics

(semi-visible)

What are the mental models that are in the way? (e.g. implicit bias, blind spots, lack of awareness of a particular condition like chronic poverty)

Mental Models

Transformative change (invisible)