

## 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:

