

NAVIGATING SYSTEMS CHANGE



HUMPHREY SCHOOL
OF PUBLIC AFFAIRS
UNIVERSITY OF MINNESOTA



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SYSTEMS

Exploring Your Roles, Responsibilities, and Choices

Let's Begin...

- Introduce yourself to your tablemates.
- Describe the system you are apart of.



ROUND 1: GOAL

**IN YOUR GROUP, COMPLETE 5 SQUARES OF
THE SAME SIZE**

RULES

- **NO MEMBER** may speak including the enforcer
- **NO MEMBER** may ask another member for a piece or in any way signal another person to give them a piece
- **NO OVERLAPPING** pieces



ROUND 1: DEBRIEF

1. What was your experience and how did you feel while doing it?
2. What did you observe? How did you feel about your role?



ROUND 2: GOAL

COMPLETE SQUARES OF THE SAME COLOR & SIZE

RULES

- Red - Can talk
- Blue - Use left hand only
- Yellow - Must stay seated
- White - No additional rules or limitations
- Black - No additional rules or limitations



ROUND 2: DEBRIEF

1. What did you perceive about the advantages or limitations you were given?
2. Did you actively engage in solving the problem, or did you let those with fewer constraints take the lead?



ROUND 3: GOAL

**FORM A COLLECTIVE PIECE
IN 5 MINUTES**

→ No puzzle, just create!



THINK-PAIR-SHARE

Think Use the worksheet to reflect.

Pair Pair up with someone, and share your thoughts.

Share Share out at the entire table.



Our Takeaways



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Sit in uncertainty - *immerse
yourself* in complexity.

Have a nimble mind and heart –
learn, practice, reflect with others.



Build and hold onto *trust*, hope,
and identity to guide you.

Pioneers need to *step out* and
name what needs to change.



Systems decisions and policies
are *made by people*, and can be
changed by people.



The way *you* show up
anywhere is the way *you*
show up everywhere.



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the way *you* show up everywhere.

- Write down your **name**.
- What is YOUR takeaway?



Stick it on the collective mosaic on your way out.



Thank You



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