

how
change
happens

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Origins of the book – a lightbulb moment in India





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POWER AND SYSTEMS



Where to start: Understanding Power



4 Powers model (Rowlands 1997)

- Power Within
- Power With
- Power To
- Power Over

Using Power Analysis



	B	И
1. Председатель ДИНАМОАТ	3	2
2. Вакил.	3	3
3. Раиси маъама	1	3
4. Директор школы	3	2
5. Мулло	2	2
6. Доктор	1	3
7. Старейшины	1	3
8. Женс. группы	2	3
9. Святружник гос. учрежд.	3	1
10. Грамотные люди.	1	3
11. Приблещённые	3	1

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DANCING WITH THE SYSTEM



A lot of aid projects and activism look like this

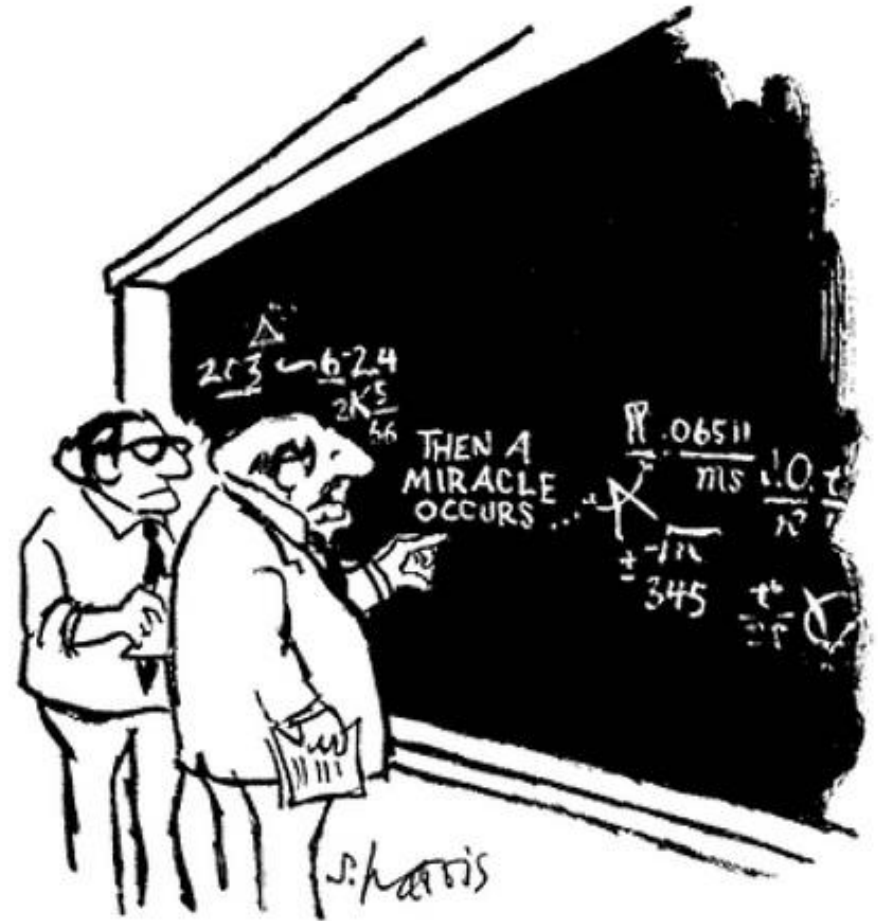


Key Features of change in systems

- Critical Junctures
 - Large scale (wars, crises, changes of leadership)
 - Small scale (conflicts in Tikamgarh)
- Path Dependence
 - = big problem for traditional planner approaches
- Which is why we need a new approach!

A Power and Systems Approach

- How we think/work
- The questions we ask (and keep asking)



"I think you should be more explicit here in step two."

How we think/feel/work

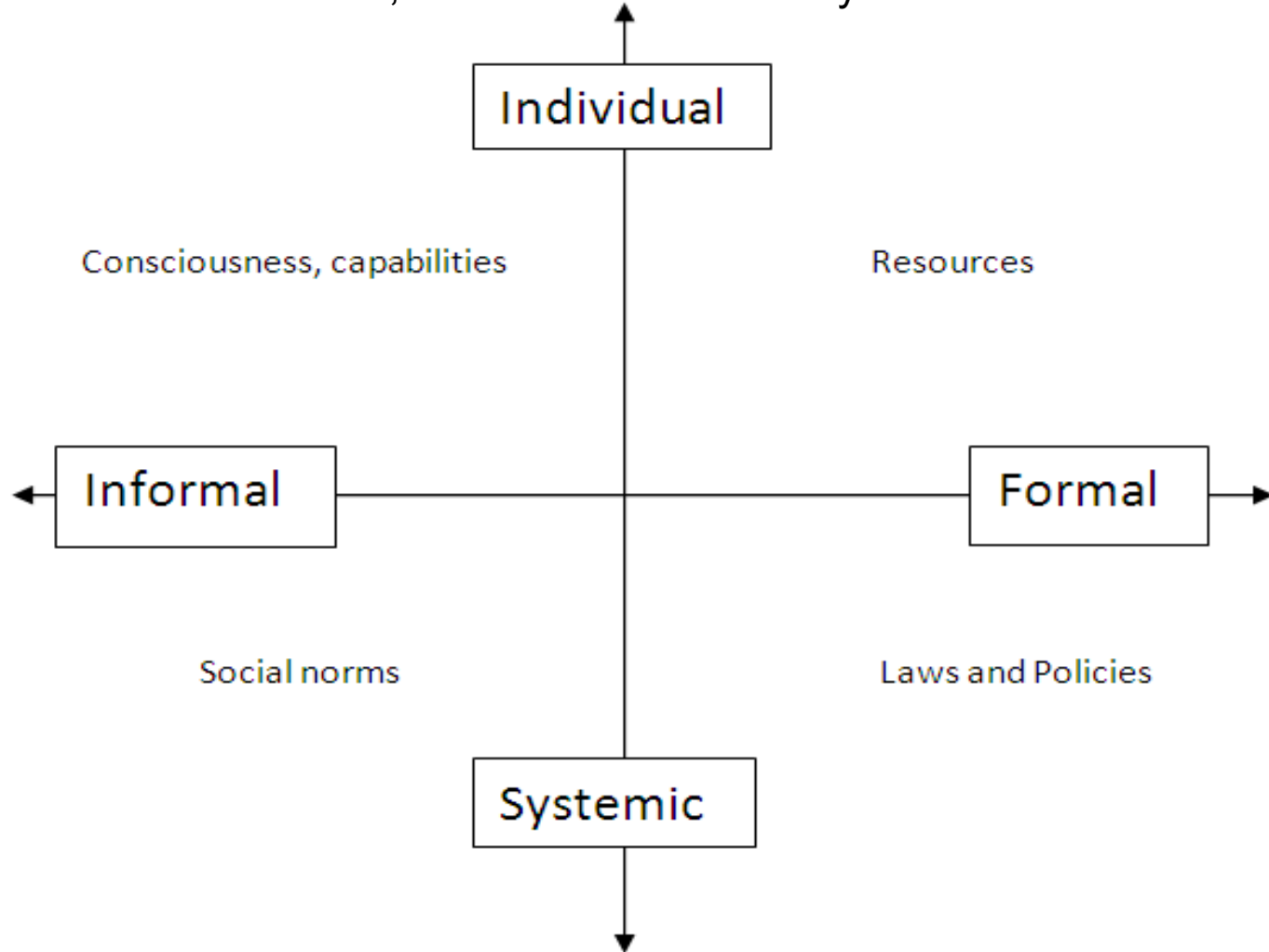
- Curiosity – Study the history; ‘learn to dance with the system’
- Humility – embrace uncertainty/ambiguity
- Reflexivity – be conscious of your own role, prejudices and power
- Include multiple perspectives, unusual suspects , be open to different ways of seeing the world

The questions we ask (and keep asking)

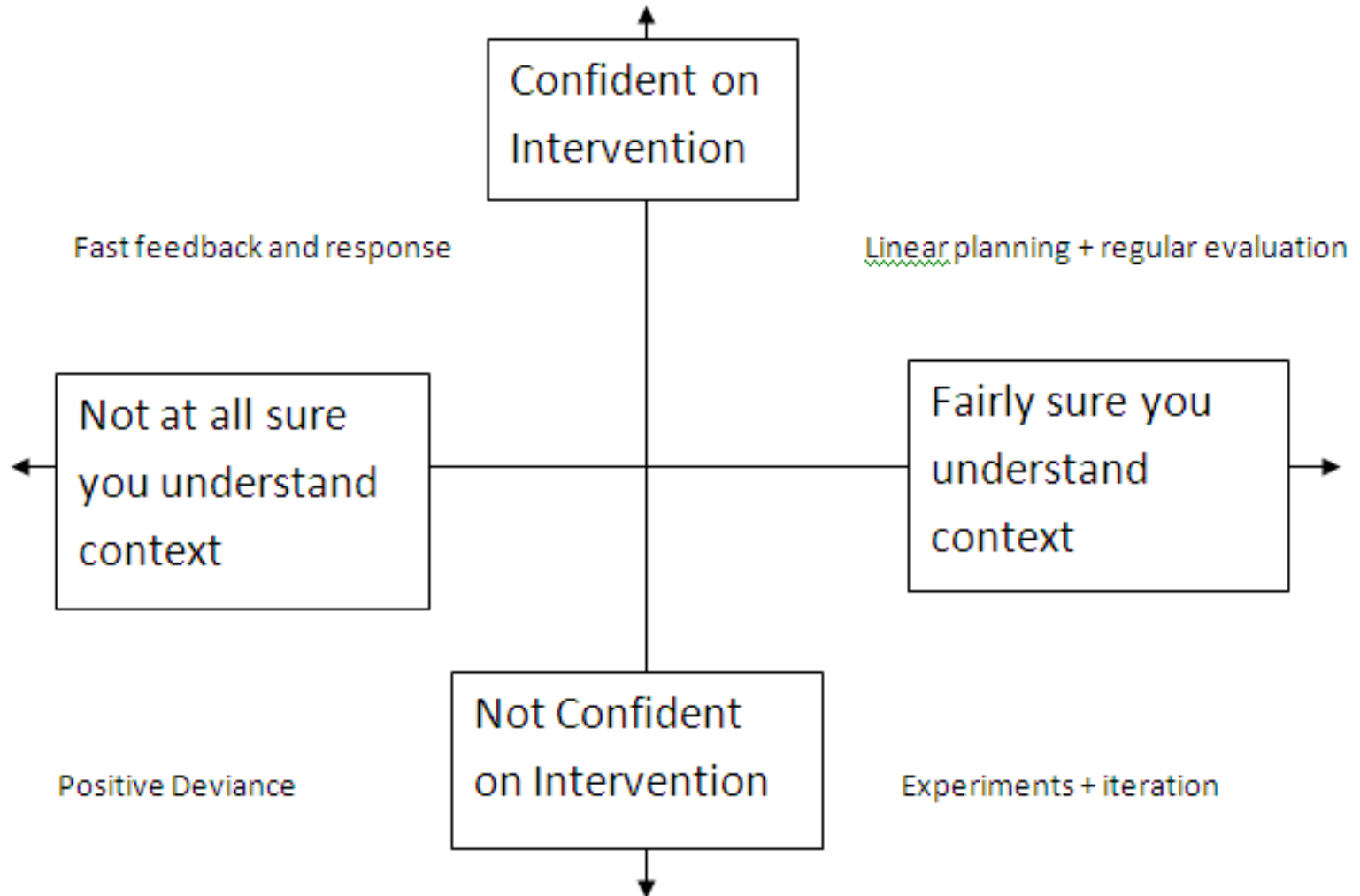
- What kind of change? (Policy; Practice; Norms)
- What precedents can we learn from?
- What kinds of power are at work here, how can it be redistributed to the less powerful?
- How will we know if change is happening – feedback loops and course corrections?

Aids to Navigation: what kind of change is required?

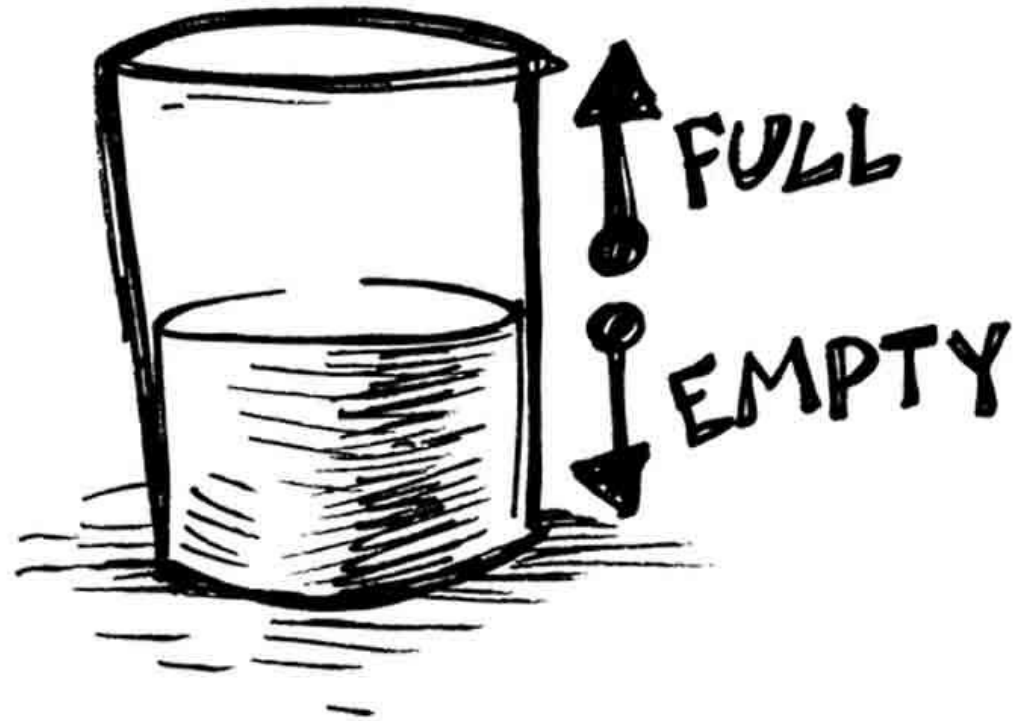
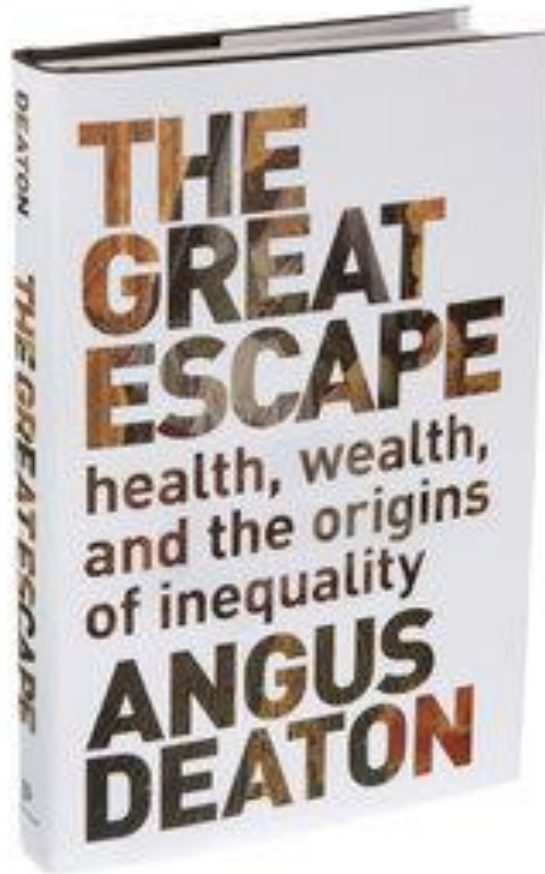
Rao and Kelleher, 'Gender at Work Analytical Framework'




Aids to Navigation 2: What kind of action?



Zooming Back Out, What is all this About?



Thankyou! (@fp2p)

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How can research help promote empowerment and accountability?

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 03 Mar 2015

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In the development business, DFID is a research juggernaut (180 dedicated staff, £345m annual budget, according to the [ad for a new boss for its Research and Evidence Division](#)). So it's good news that they are consulting researchers, NGOs etc tomorrow on their next round of funding for research on empowerment and accountability (E&A). Unfortunately, I can't



ABOUT

This is a conversational blog written and maintained by Duncan Green, strategic adviser for Oxfam GB and author of 'From Poverty to Power'. This personal reflection is not intended as a comprehensive statement of Oxfam's agreed policies.



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