

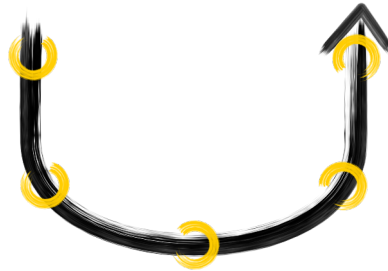


Our Approach to Collaborative Change

Collaborative Change is a process that engages diverse groups of invested stakeholders in solving complex problems through multi-partner, multi-sector systems change. System change often gets bogged down in scarcity focused conflict, fear of the new, and unaligned vision. We shape shared intent and collective ownership through a facilitated processes that follows the following steps:

Step 1: Convene an empowered and invested systems team

Step 2: Build deep understanding of current context



Step 3: Create a vision of possible futures

Step 5: Move to action through iteration and scale

Step 4: Identify strategies and pathways for change

Our Approach brings deep qualitative research, trends analysis, expert engagement, and community involvement into a facilitated process where we break down barriers and drive commitment to tangible outcomes for our communities. It is based on the following principles:



Committed to both the moment and the future.

Cross-organizational collaboration requires a container that allows individuals to push past their usual boundaries into new approaches and partnerships. The process recognizes the immediacy of the issue while working towards long-term change.



Aware of systemic forces but focused on people.

Organizations and systems are built on the relationships between individuals. Solving complex problems requires that we base change in the connections between people in diverse groups—heightening our awareness of the whole while driving strategic action.



Centered in creativity and attuned to equity.

In order to change we must deeply understand our present context, let go of the assumptions that hold us back, and imagine new possibilities. Part of this process is reckoning with how power imbalance and inequity have persisted in our systems.

Four Circle Six is based on the creative and inclusive facilitation practice of Ramsey Ford. He is the co-founder a social change non-profit that co-creates solutions to complex social problems with communities and grassroots organizations and his work has been featured by IDSA International, Unite for Sight Global Health and Innovation, the Design Observer, FastCompany, Innovations, Product Design Hub, as well as in the Public Interest Design Practice Guidebook and Leap Dialogues.

Start the process today: ramsey@fourcirclesix.com



Collaborative Change Case Study

Building Financial Capability in Columbus, Ohio

THE CHALLENGE

Dozens of organizations in Columbus, Ohio provided services to help people improve their financial situations. While many of these programs were effective, the sector as a whole was disorganized and mired in the status quo of scarcity minded competition. Organizations lacked the relational trust to build a set of universal standards, metrics and tools. Programs were often redundant, with large demographics of residents either underserved or not served at all. As a backbone convener and funder, United Way of Central Ohio saw an opportunity to bring the organizations together to work more effectively and collectively improve the region’s financial capabilities.

THE APPROACH

- **Step 1: Convene an invested and empowered system team**
We worked with the UWCO to convene a mutli-sector team of 25 leaders from seven different organizations to commit to a nine-month collaborative process.
- **Step 2: Build a deep understanding of the current context**
We conducted best practice research, consumer interviews and expert workshops to bring the team deeply into reflection on their role within the system. This reflection created space to expand their view and commitment of alternative approaches.
- **Step 3: Create a vision of the possible futures**
We crafted a set of highly possible and provocative opportunities that forced partners to think beyond their own limitations and develop a shared vision for the future.
- **Step 4: Identify strategies and pathways for change**
We brought out-of-sector examples in to drive ideation on possible strategies and aligned to an approach that included founding a membership network.
- **Step 5: Move to action through iteration and scale**
We collaboratively defined the parameters of the network, pitched the work and secured funding for a two-year pilot.

THE PARTNERS



THE OUTCOME

The process resulted in relationships that subverted power structures and re-centered organizations as committed partners in the equitable delivery of services. It also generated a community-wide strategy and infrastructure for adopting strong financial coaching practices. **The FinCap Network** put in place shared databases, professional development and collective problem solving practices that improved service delivery throughout the Columbus region.