# Our 5R's Workshop out how to change y but only when given change happens - w start rubbing togeth produce your Result

# 5R'S AREAS OF CHANGE

Our 5R's Workshop is just one of many ways to figure out how to change your system. We find it very effective, but only when given enough thought! It is here that change happens - where roles relationships and rules start rubbing together, combining with Resources to produce your Results.

After identifying three big systems affecting your problem, now is the time to get deeper. Use your knowledge about your problem to choose just one system to change and walk through the 5R's Workshop to analyze how to kick off change.



5R's Areas of Change

Changemaking - Tools to Spark Deeper Change, by Odin Mühlenbein and Reem Rahman, Ashoka. This work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License, creativecommons.org/licenses/by-sa/4.0

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TOOLS TO SPARK DEEPER CHANGE



# IDEAS & CONCEPTS SYSTEMS TRANSFORM RESOURCES INTO RESULTS

## ASPECTS

### ECONOMIC

- Local (street food market) and international (fashion supply)
- Legal (bread at a bakery) and illegal (heroin at the street corner)
- Formal (job market for accountants) and informal (marriage market)

### LEGAL

Topic areas: criminal

Origins / status: case

Legislative, Executive,

law, traffic law, martial

law, statutory law, law of

the strong, laws of tradition

law. etc.

Judiciary

- Local (rules for garbage collection) to inter-
- garbage collection) to international (WMF regulations)
- Ideologies
- Shared knowledge
- Arts: music, literature, performing arts
- Language (and other forms of communication)

CULTURAL

- Dynamics with which culture spreads and changes, ways in which culture influences behavior and vice versa
- Interplay between culture and other systems, like the economy

### RESOURCES

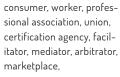
TYPES /



Natural resources, capital, labor, production assets, land, technology, trust, goodwill, Existing body of law, time, money, expertise, goodwill, acceptance by society, evidence (in court proceedings), arguments, ldeas

- Existing body of cultural
- artifacts
- Knowledge and skills
- Time and money

**ROLES** 

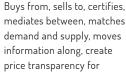


Buyer, seller, producer,

Police, lawmaker, judge, accused, defender, prosecution, scholar, parliament, government, ministry, inspection authority,

- Creator of new ideas and artifacts: artists, scientists, politicians
- Distributor of ideas: schools, parents, influencers, marketers, spin doctors, museums, friends
- Platforms for ideas to meet and change: scientific debates and journals, networks of artists, coffee houses, internet discussion boards
- "Consumers" and users of culture

### RELATION-SHIPS



Consults, makes proposals, decides among themselves, adjudicates on, tries to convince, implements, Spreads idea to, influences norms, values, prejudices, or aesthetic preferences of

RULES



Laws: patent and copyright laws, labor laws, investment laws, international trade laws Policies within companies: HR, organizational paradigms, procurement, etc.

Government and parliamentary system: constitution, parliament proceedings, design of ministries

Court proceedings

Ways to look at the law

Social norms, e.g.

Ideologies, social norms, values, prejudices, and aesthetic preferences

Norms in certain fields or cultural institutions, e.g. how theatre plays are produced or what 'real rap' is Rules around subsidies and public investments in culture

**RESULTS** 



Economic value: jobs (number, their qualities, accessibility and distribution), profits and their distribution, demands of buyers getting met Innovation, pollution, cultural consequences, influences on politics, distribution and concentration of market share, who can participate in which roles. etc.

- Laws getting introduced, changed, applied, revised, etc. The effect of laws, e.g. economic, social, cultural, ecological, etc.
- Verdicts and legal opinions
- Societal perceptions about the state, government, parliament, etc., shifts in voters' preferences, e.g. for parties, candidates, or political platforms
- New or changed ideologies, social norms, values, prejudices, and aesthetic preferences
- Behaviors and their effect, including in other fields (like cultural effects on the economy)

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# 3A 5 R'S AREAS OF CHANGE

- 1 Pick the one system you can focus on: ......
- Briefly list 2-3 prominent parts of the system that needs changing.
  Use the checklist at the bottom for help. Feel free to draw!

