



3^A

5 R'S AREAS OF CHANGE

Our 5 R'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 go 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.

IDEAS &
CONCEPTS

SYSTEMS
TRANSFORM
RESOURCES
INTO
RESULTS

3^A

	ECONOMIC	LEGAL	CULTURAL
TYPES / ASPECTS	<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> Local (rules for garbage collection) to international (WMF regulations) Topic areas: criminal law, traffic law, martial law, etc. Origins / status: case law, statutory law, law of the strong, laws of tradition Legislative, Executive, Judiciary 	<ul style="list-style-type: none"> Ideologies Shared knowledge Arts: music, literature, performing arts Language (and other forms of communication) 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	<p>Natural resources, capital, labor, production assets, land, technology, trust, goodwill,</p>	<p>Existing body of law, time, money, expertise, goodwill, acceptance by society, evidence (in court proceedings), arguments,</p>	<ul style="list-style-type: none"> Ideas Existing body of cultural artifacts Knowledge and skills Time and money
ROLES	<p>Buyer, seller, producer, consumer, worker, professional association, union, certification agency, facilitator, mediator, arbitrator, marketplace,</p>	<p>Police, lawmaker, judge, accused, defender, prosecution, scholar, parliament, government, ministry, inspection authority,</p>	<ul style="list-style-type: none"> 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
RELATIONSHIPS	<p>Buys from, sells to, certifies, mediates between, matches demand and supply, moves information along, creates price transparency for</p>	<p>Consults, makes proposals, decides among themselves, adjudicates on, tries to convince, implements,</p>	<p>Spreads idea to, influences norms, values, prejudices, or aesthetic preferences of</p>
RULES	<ul style="list-style-type: none"> Taxes Laws: patent and copyright laws, labor laws, investment laws, international trade laws Policies within companies: HR, organizational paradigms, procurement, etc. 	<ul style="list-style-type: none"> Government and parliamentary system: constitution, parliament proceedings, design of ministries Court proceedings Ways to look at the law Social norms, e.g. around corruption 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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)

5 R'S AREAS OF CHANGE

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!



RELATIONSHIPS

RULES

RESULTS

CHECKLIST: ARE ANY OF THE 5R'S:

☒ MISSING?
 ☒ ILLEGITIMATE?
 ☒ IN CONFLICT?
 ☒ WEAK?
 ☒ UNNECESSARY?
 ☒ INCENTIVIZED FOR BAD RESULTS?

✓ **NEEDING TO BE SHIFTED TO A DIFFERENT TYPE?** i.e., 'formal' instead of 'informal', 'local' instead of 'national', less hierarchical, etc.

