

Introduction

In the chat box, share your:

1. Name
2. Organization/role
3. Where you are
4. Name a TV Show, movie, **or** book that you recommend we watch or read.

***Please grab a piece of paper and pencil or pen before we begin

YouthPower2: Learning & Evaluation

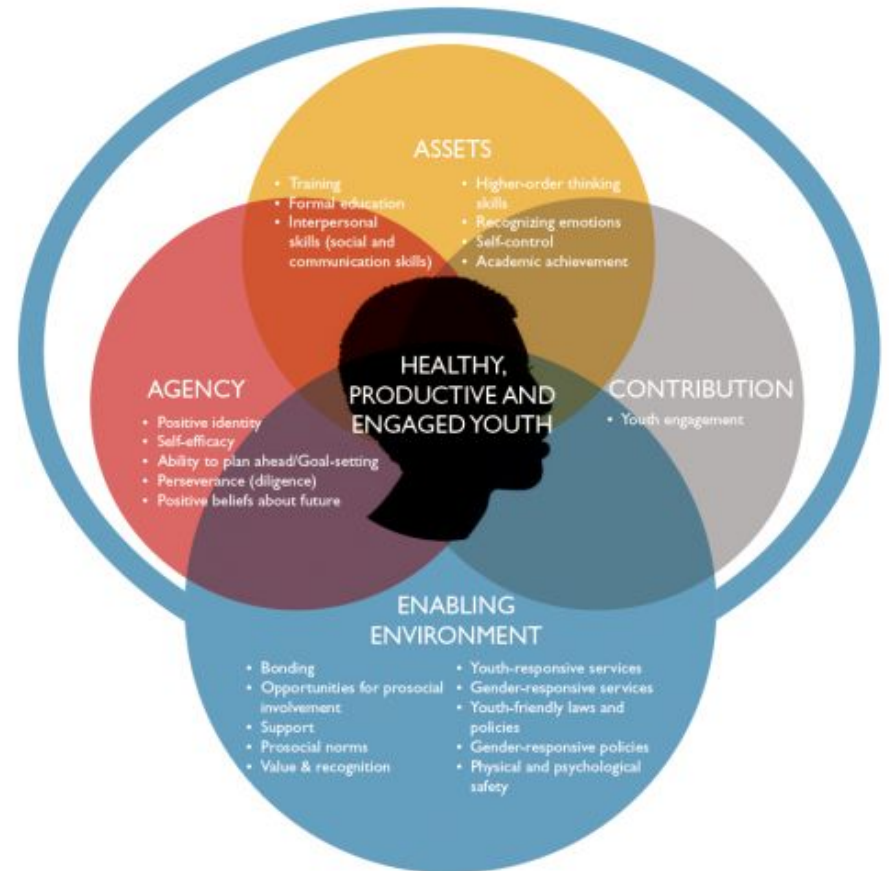
Welcome to the new Learning Network

October 19, 2020



What is Positive Youth Development (PYD)?

- PYD programs recognize youth's inherent rights and result in youth who have **assets**, the ability to leverage those assets (**agency**), and the ability to **contribute** to positive change for themselves and their communities, surrounded by an **enabling environment** that supports them



<http://www.youthpower.org/positive-youth-development>

YP2LE = Sustainable Systems Change

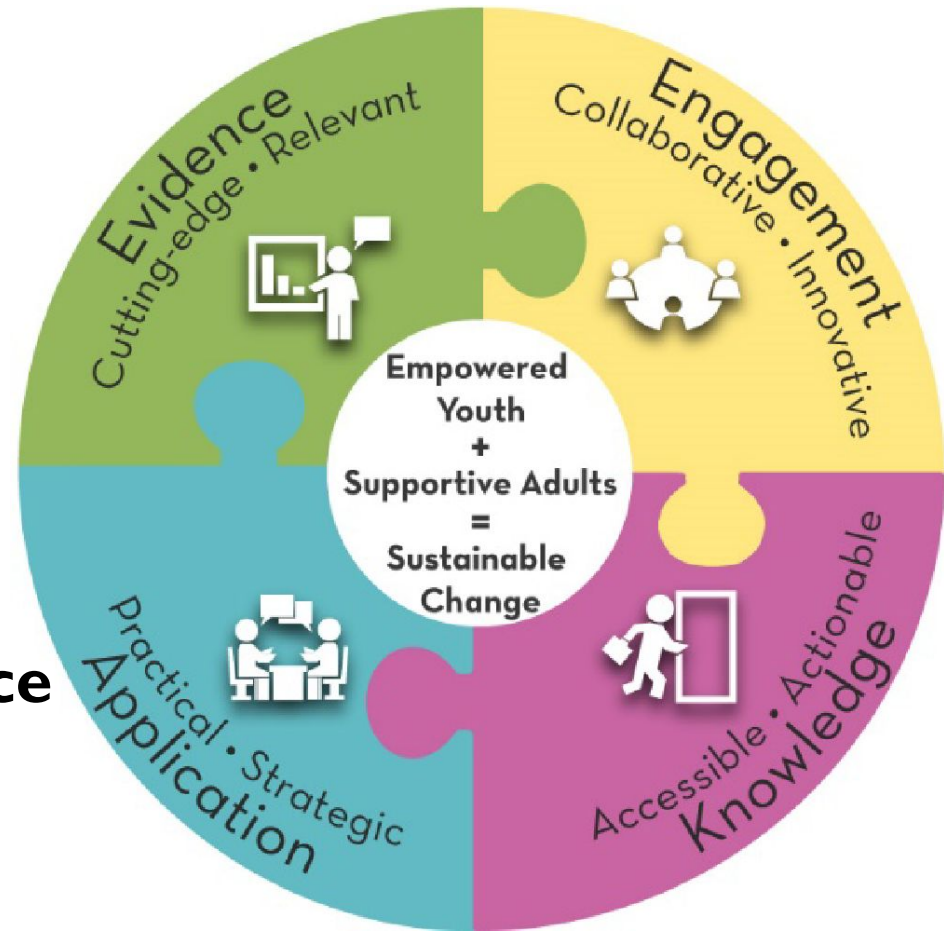
- Achieving systems change via integration of Positive Youth Development (PYD) principles and frameworks.



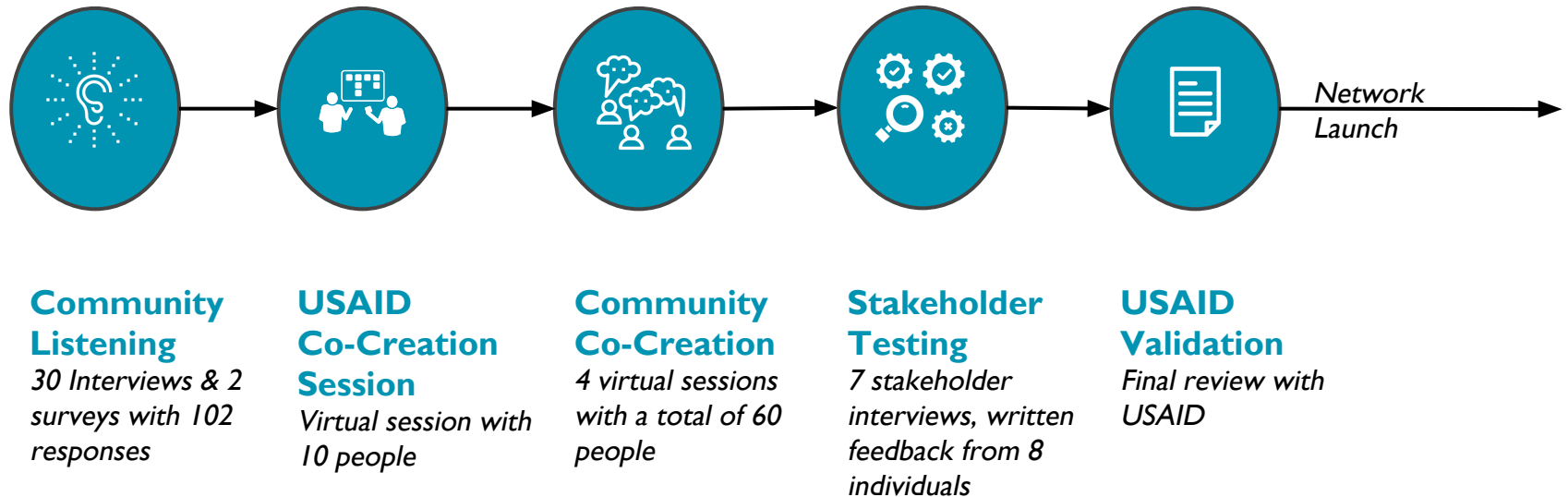
- Constructing high-quality, impactful, and sustainable youth programs.



- Combining global PYD **evidence** building, **stakeholder engagement**, **knowledge transfer**, and **application** of learning.



The network refresh journey

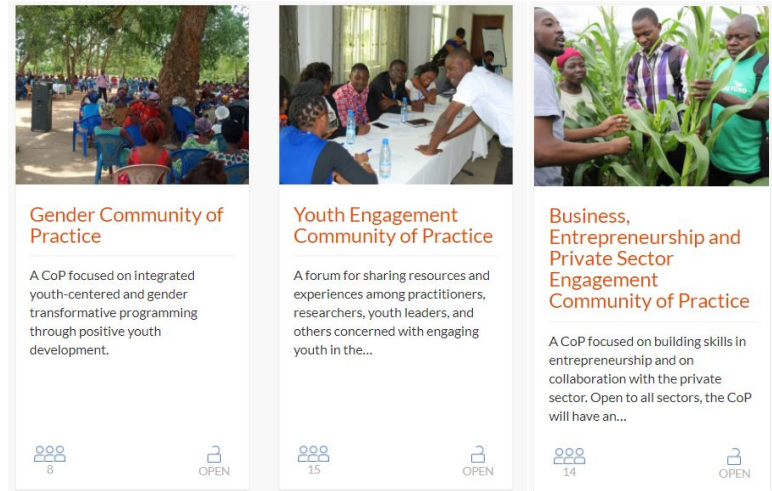
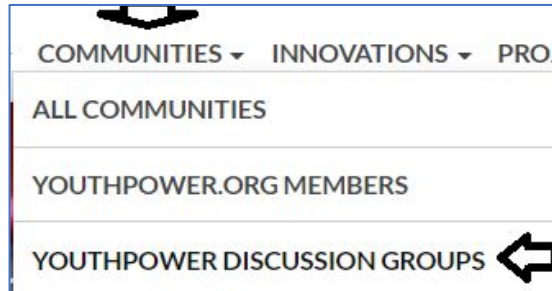


Communities of Practice (CoPs)

- **Business, Entrepreneurship and Private Sector Engagement:** Focused on building skills in entrepreneurship and on collaboration with the private sector. Open to all sectors, the CoP will have an emphasis on agriculture initially, adding other sectors such as health, education, or transport based on member interest.
- **Youth Engagement:** Focused on meaningful youth engagement in all aspects of youth programming.
- **Gender:** Focused on integrated youth-centered and gender transformative programming through positive youth development.
- More forthcoming

How to join the CoPs

Join CoP Discussion Groups on YouthPower.org – register, or log-in:



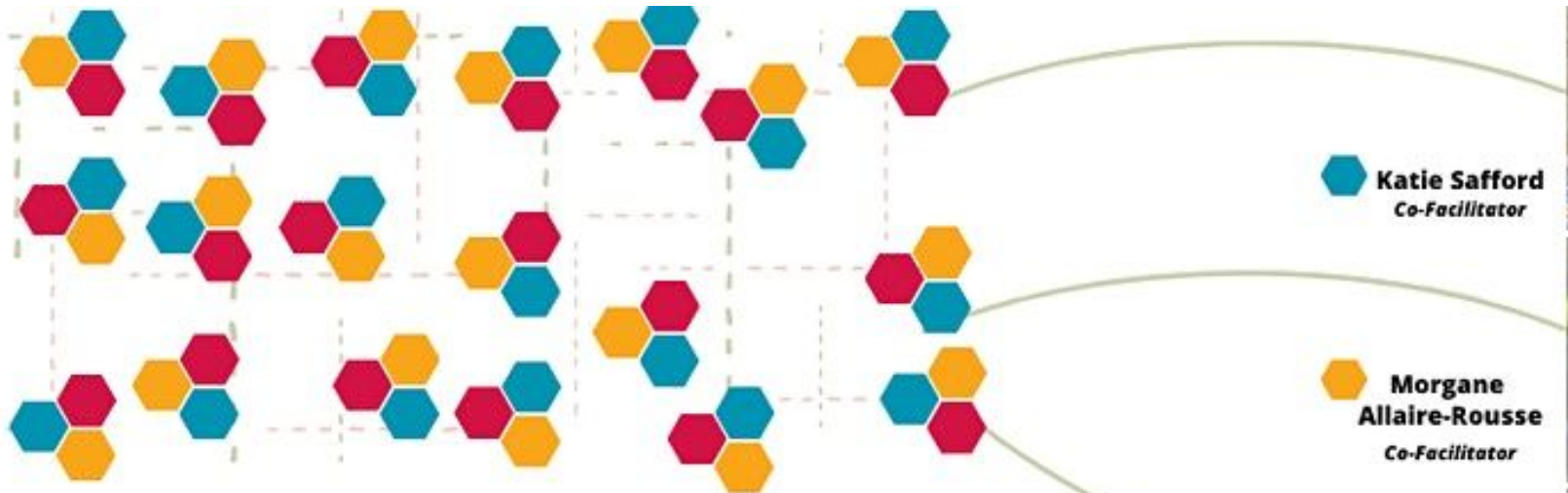
Then:

- participate in discussions with fellow members
- receive updates about upcoming CoP events and activities

Formal CoP kick-offs - staggered throughout November

Interactive kick-off sessions: Contribute to developing the CoP Charter and shaping the CoP learning agenda.

Analyzing Complex Systems by Global Knowledge Initiative



Katie Safford
Co-Facilitator



Morgane Allaire-Rousse
Co-Facilitator



Hina Acharya
Communities
Manager

Fall 2020 Dates

October 19 / November 4 / November 17 — 9-10:30 a.m. EST

3-Part Training Series <http://globalknowledgeinitiative.org/>

Systems Mapping

Agenda

1

Introduction

2

What is Systems Sensing?

3

Using Causal Loops to Understand Systems

4

Today's System & Looping

5

Wrap Up!

Meet your facilitators



Katie Safford, Co-Facilitator: Katie employs systems tools to better analyze complex challenges to envision innovative solutions and strategies. Katie designs and facilitates workshops and trainings on systems mapping and practice to build the capacity of organizations to understand and take action in complex systems.



Morgane Allaire-Rousse, Co-Facilitator: Morgane is a knowledge manager and data visualization specialist with expertise in participatory systems mapping, M&E design, knowledge capture and learning facilitation with diverse groups of international development practitioners, donors and local organizations. Morgane capacitates and leads research teams on programs across a wide range of technical sectors throughout the African continent.



Hina Acharya, Communities Manager: Hina is a Communities Manager for the YouthPower Learning Network. For the past year, she has worked closely with the YouthPower Learning 2: Evaluation and Learning team to facilitate the co-creation of the YouthPower Learning Network refreshed design. As Communities Manager, Hina's job is to ensure that the network is inclusive, productive, and engaging to all of its members.

The Journey



SESSION 1

October 19th 2020
9-10:30am EST

Introduction to Systems Sensing:

Participants will learn basics of systems mapping and applying systems mindsets to your work (and life!).

SESSION 2

November 4th 2020
9-10:30am EST

Experiential Learning:

Participants will work through an interactive session to learn the process of systems mapping.

SESSION 3

November 17th 2020
9-10:30am EST

Strategic Decision-making:

Participants will learn how to leverage the systems map to inform strategic decisions.



Today's Learning Objectives

Understand the value of systems sensing

Experience how to practically apply systems sensing

Access resources to continue your systems sensing journey

Rules of engagement

- **Please mute yourself.**
- **Ask questions in the chat box.** We will be closely monitoring the chat box. We may not get to all questions today, but we will try to address questions in subsequent sessions.
- **Ping Hina with any questions**

2

What is Systems Sensing?

Systems in ourselves, Systems in the universe



Applying a Systems Perspective You're already doing it!

How we PLAN to do things:

- Focus on one point of view.
- Assume that humans make fully rational decisions with little errors, or bias
- Ignore informal structures
- Tend to be linear (problem + solution = success!)

How we REALLY end up doing things:

- Use diverse perspectives
- Assume that we are all **human** and that we are emotional and at times irrational. That our motivations are not always logical.
- Recognise and work with informal and formal structures
- Iterative, looping back and forth

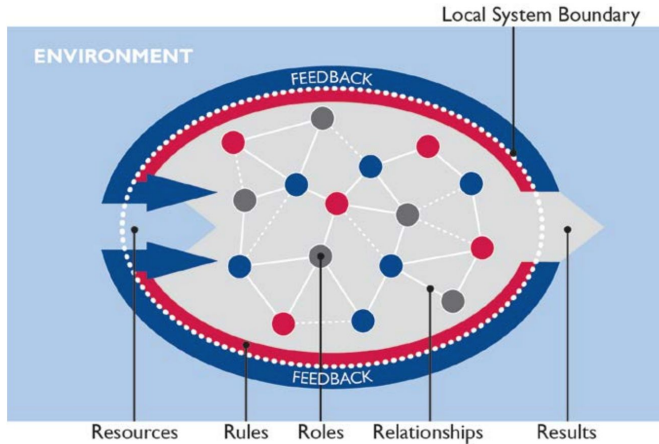
Why is systems sensing important?



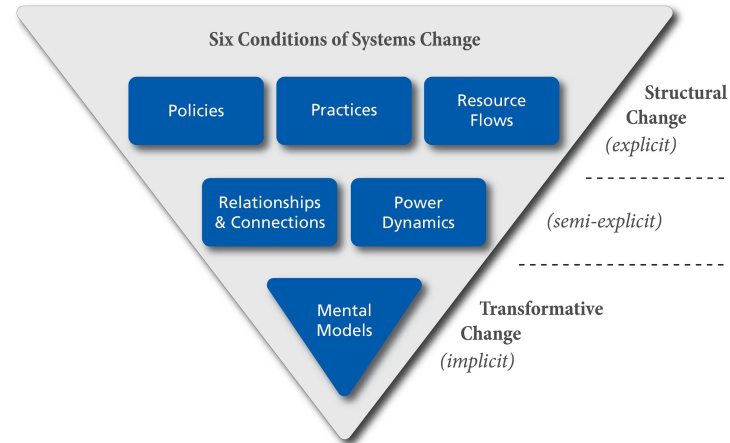
Systems thinking is unavoidable

Welcome aboard!

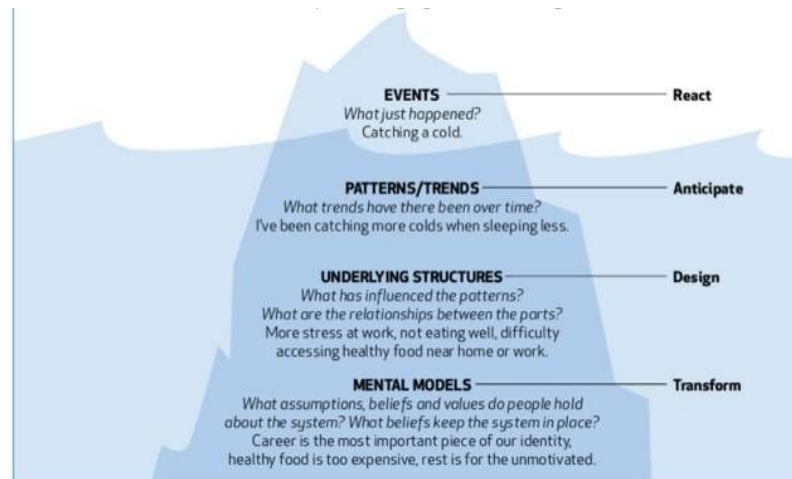
USAID 5Rs Framework



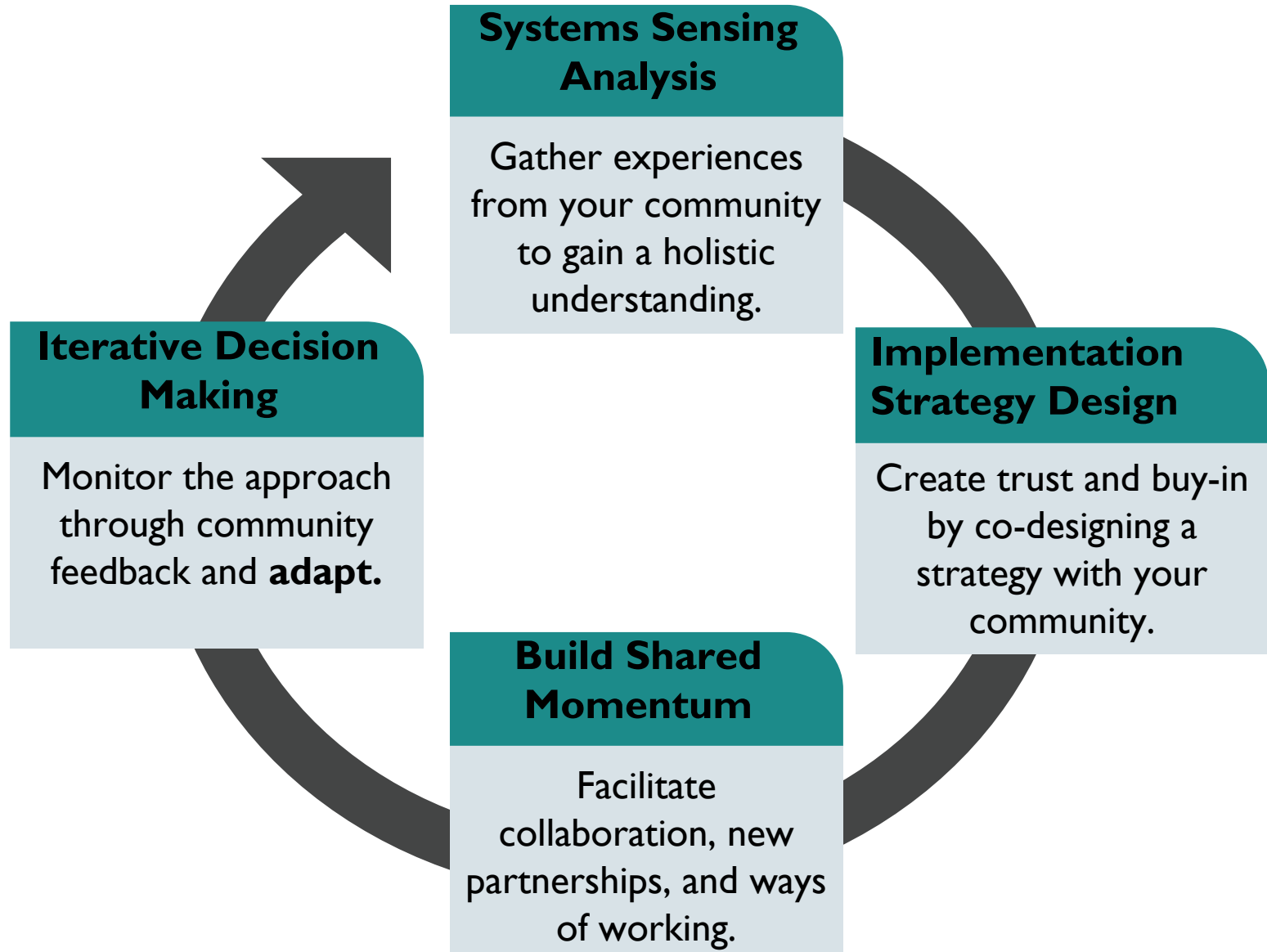
FSG Six Conditions of Systems Change



The Systems Iceberg Model



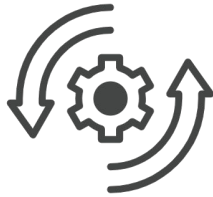
How can we apply systems sensing?



Keep in mind that Systems Sensing...



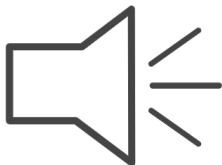
is not a silver bullet. It's one of many processes that can help make your work **stronger**.



is an approach that is used **continuously** during a project process and not at discrete times (i.e project kickoff or closing)



is a muscle that gets stronger the more you **practice** and train to think systemically.



requires the **voices of many** to create a holistic understanding.

It's about meaningful connections

Systems Sensing is a way for people to come together and understand each other's perspectives. In other words, it's a process to **build connections and trust** within a community and help people move forward to address complex challenges.



And always remember:



When you gather stakeholders to develop a picture of a system, remember and have a deep respect for the fact that the system and the learnings from that picture belong to **the people in the room.**

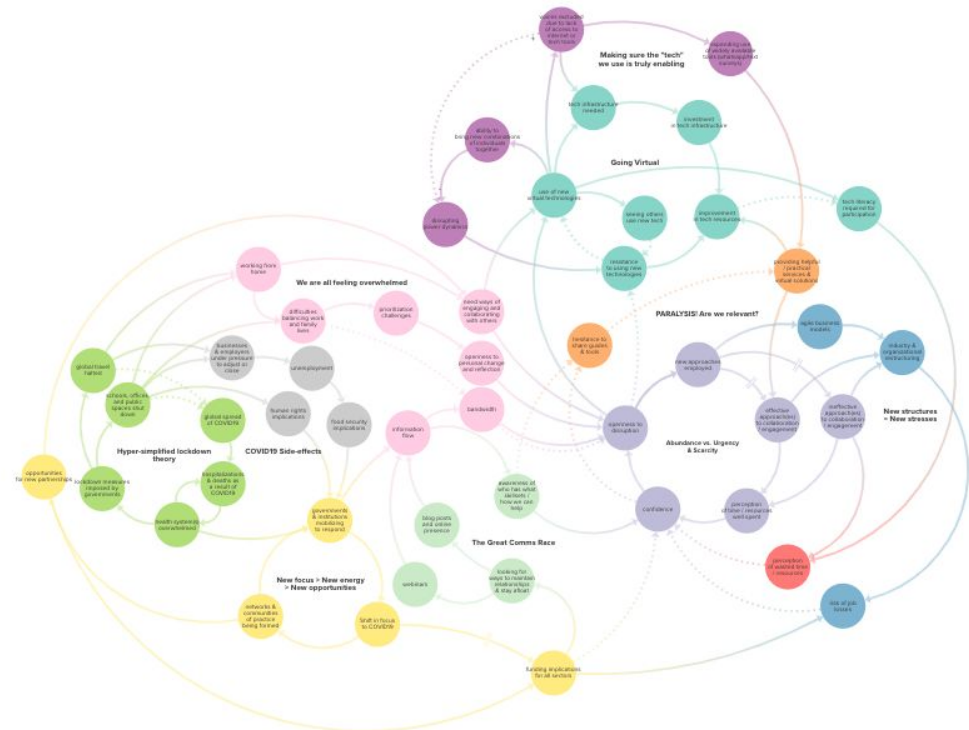
2

Mapping with Causal Loop Diagram

Tool: Causal Loop Diagram (CLD)

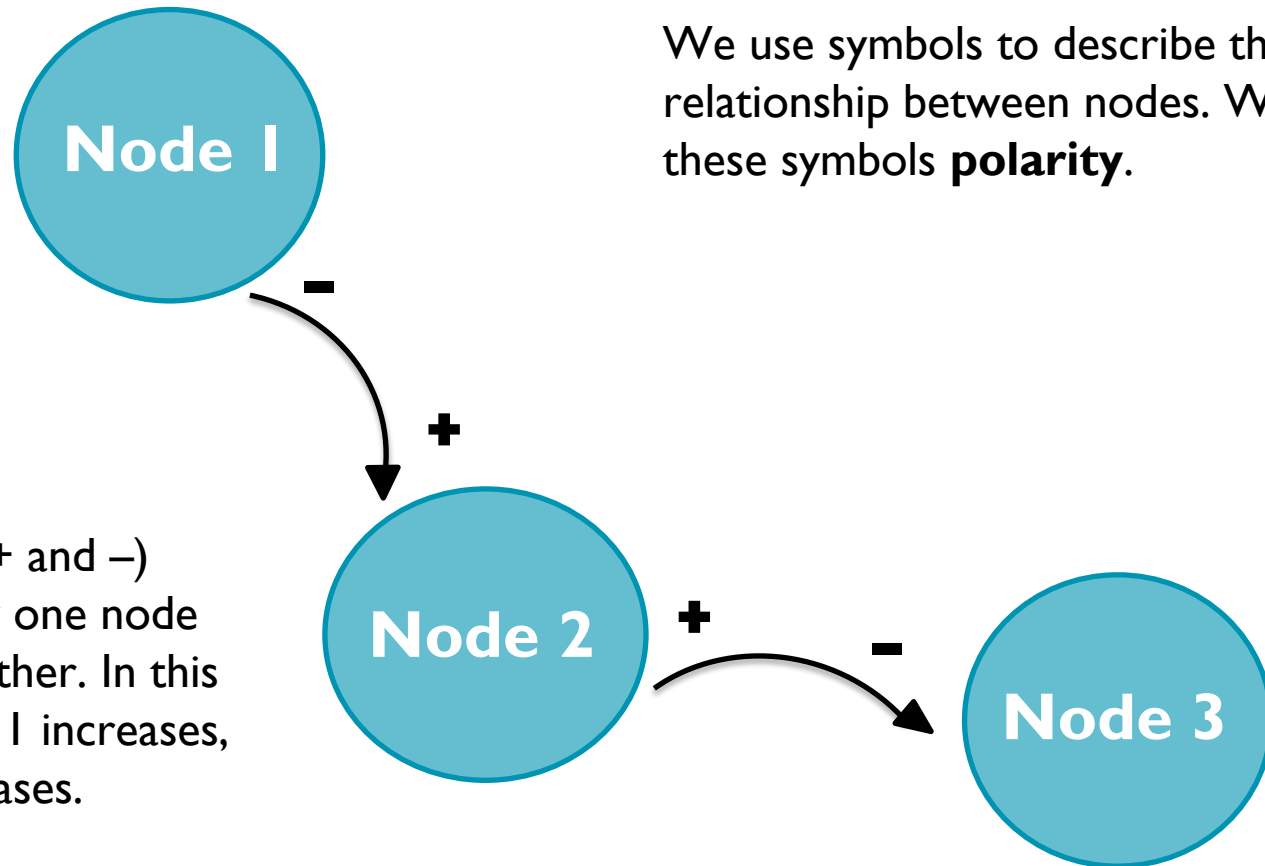
Shows what is happening in the system by studying patterns of cause and effect

- Shows how human behaviors perpetuate norms.
- Visualizes the roles and relationships of a system



Elements of a CLD

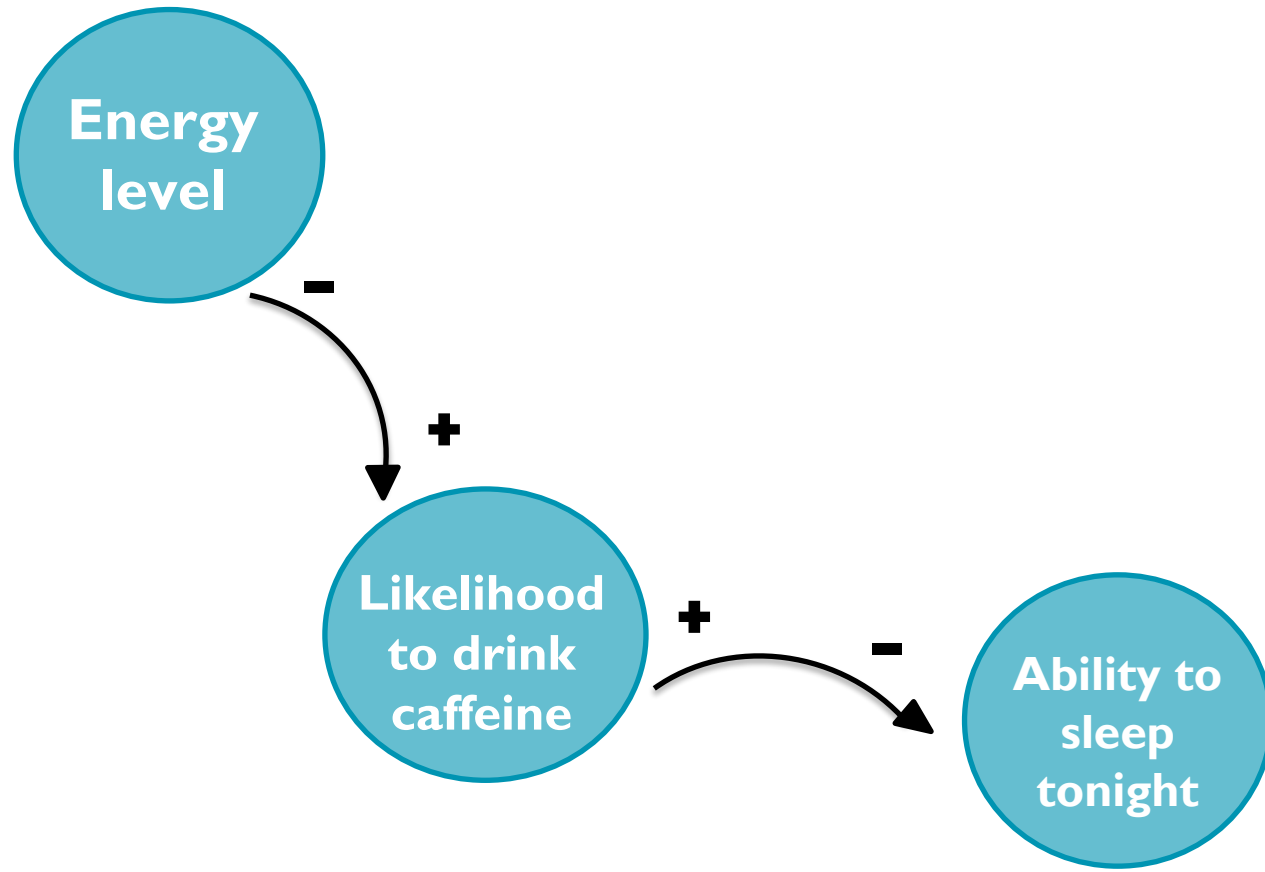
CLDs consist of **Nodes** and **Linkages**.



We use symbols to describe the relationship between nodes. We call these symbols **polarity**.

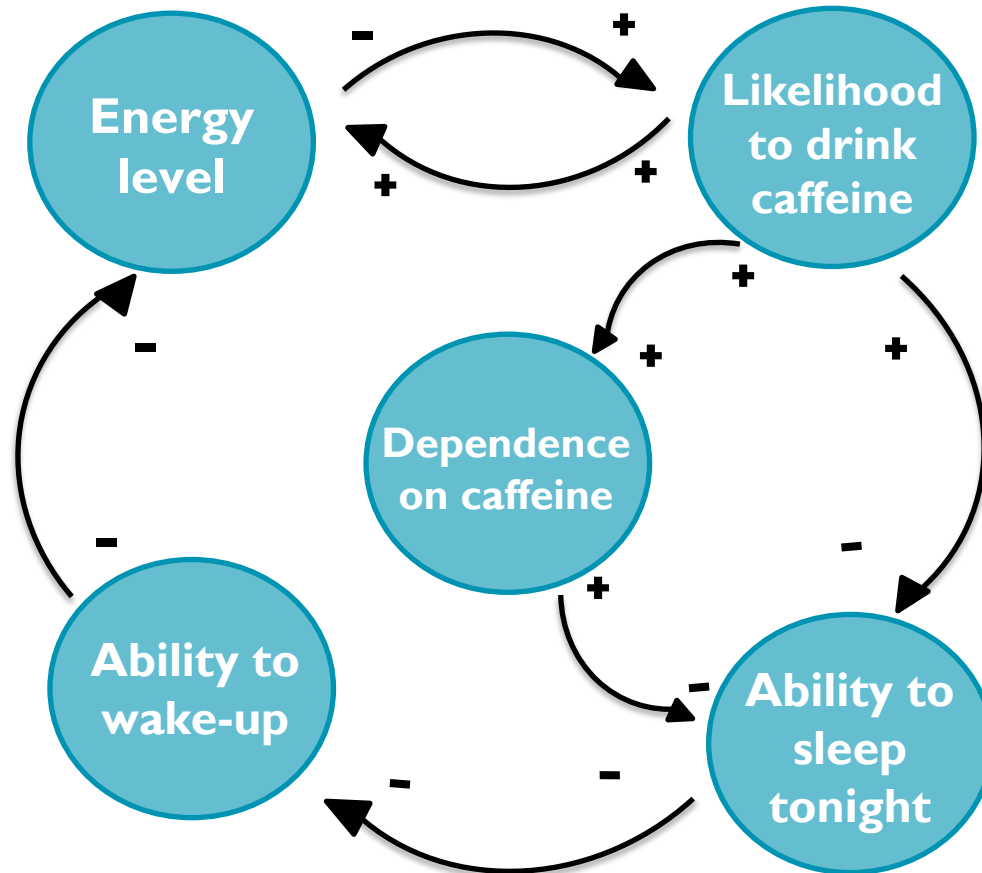
The polarity (+ and -) describes how one node influences another. In this case, as Node 1 increases, Node 2 decreases.

Example: Elements of a CLD



Closing the loop

Closing the loop is what allows us to describe the systemic process of feedback, and thus the patterns of behavior within a system.



Steps to co-create a CLD

- 1 Determine the system you are mapping and gain preliminary insight
- 2 Identify 6-8 priority forces in the system you are mapping. Consider the major helping and hurting forces of the system.
- 3 Identify Nodes and Linkages to create Loops for each of the forces.
- 4 Establish a narrative for each Loop. Writing Narratives helps determine if there are any gaps in the Loop's logic.
- 5 Link the Loops together to see how forces are connected together. This is the zooming out component of systems thinking
- 6 Create a space for conversation around the different perspectives represented in the system.

Let's Practice: Create a loop out of the following

**Global spread
of COVID-19**

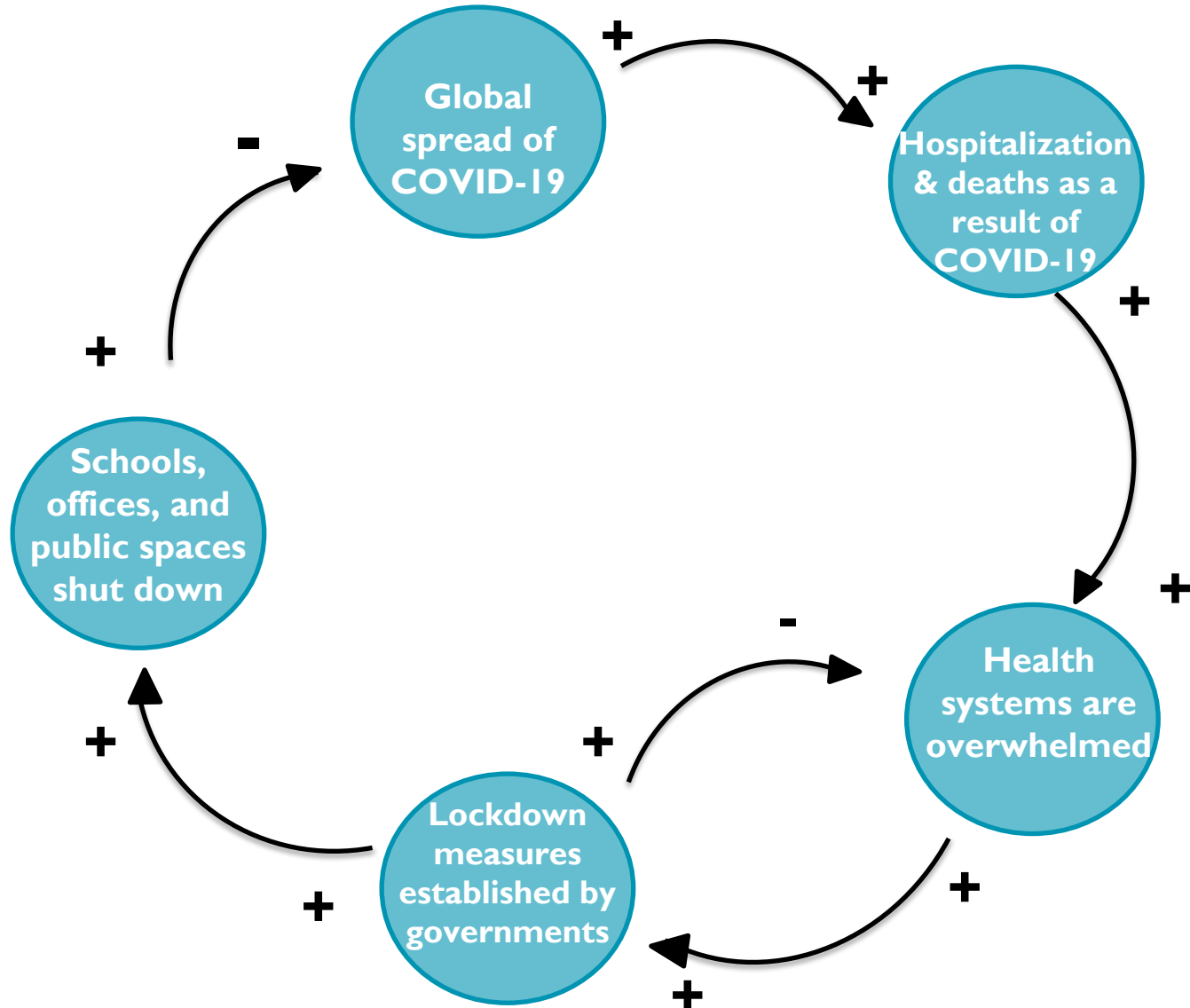
**Health
systems are
overwhelmed**


**Schools,
offices, and
public spaces
shut down**

**Hospitalizations
& deaths as a
result of
COVID-19**

**Lockdown
measures
established by
government**

Example: Lockdown loop



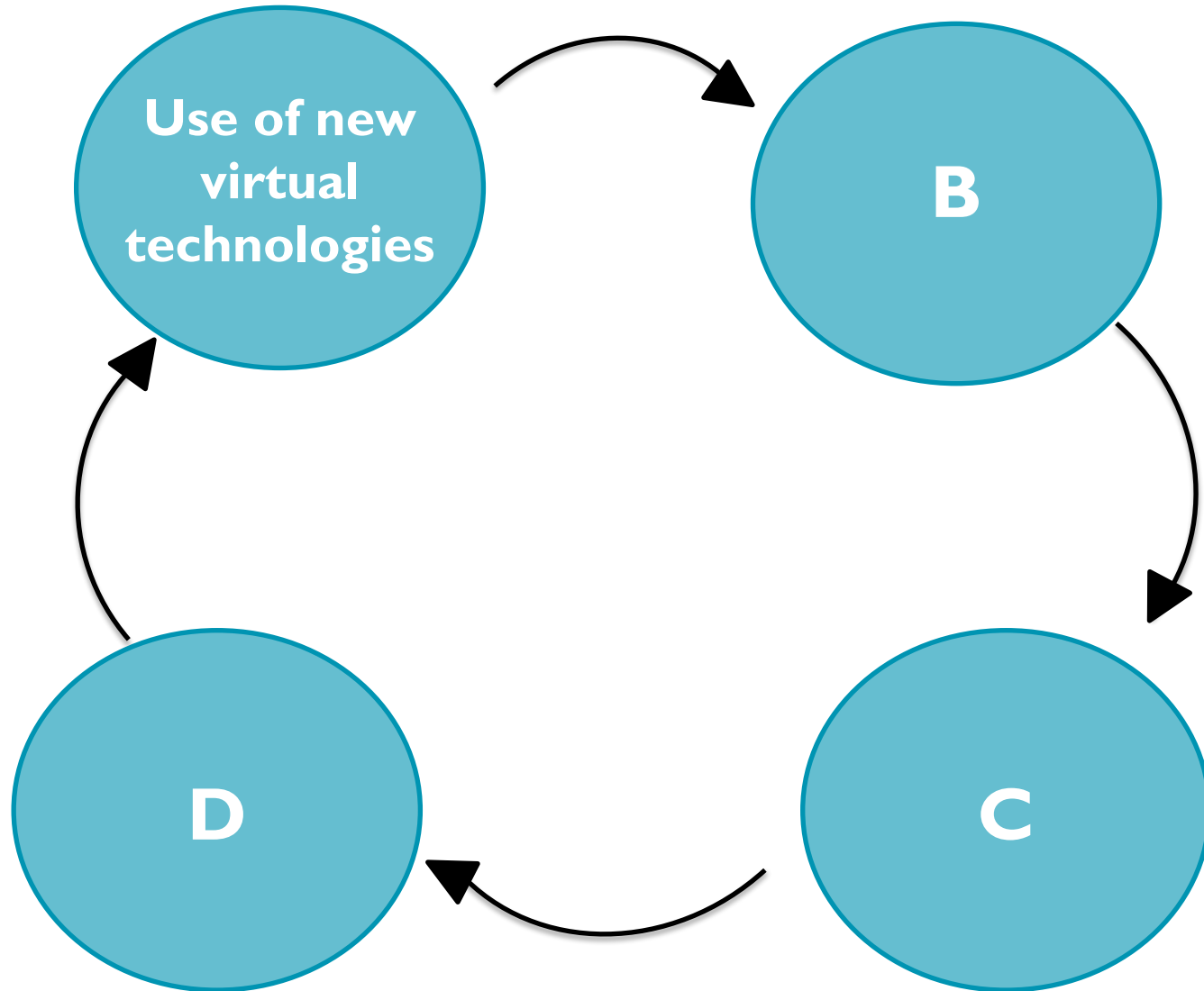
An aerial photograph of a city, showing a complex highway interchange with multiple lanes and overpasses. To the left, there are residential buildings with red-tiled roofs. The area is interspersed with green trees, some of which have yellow and orange autumn foliage. A semi-transparent blue rectangular box is overlaid on the center of the image, containing white text.

Let's look at another part of the system related to the pandemic

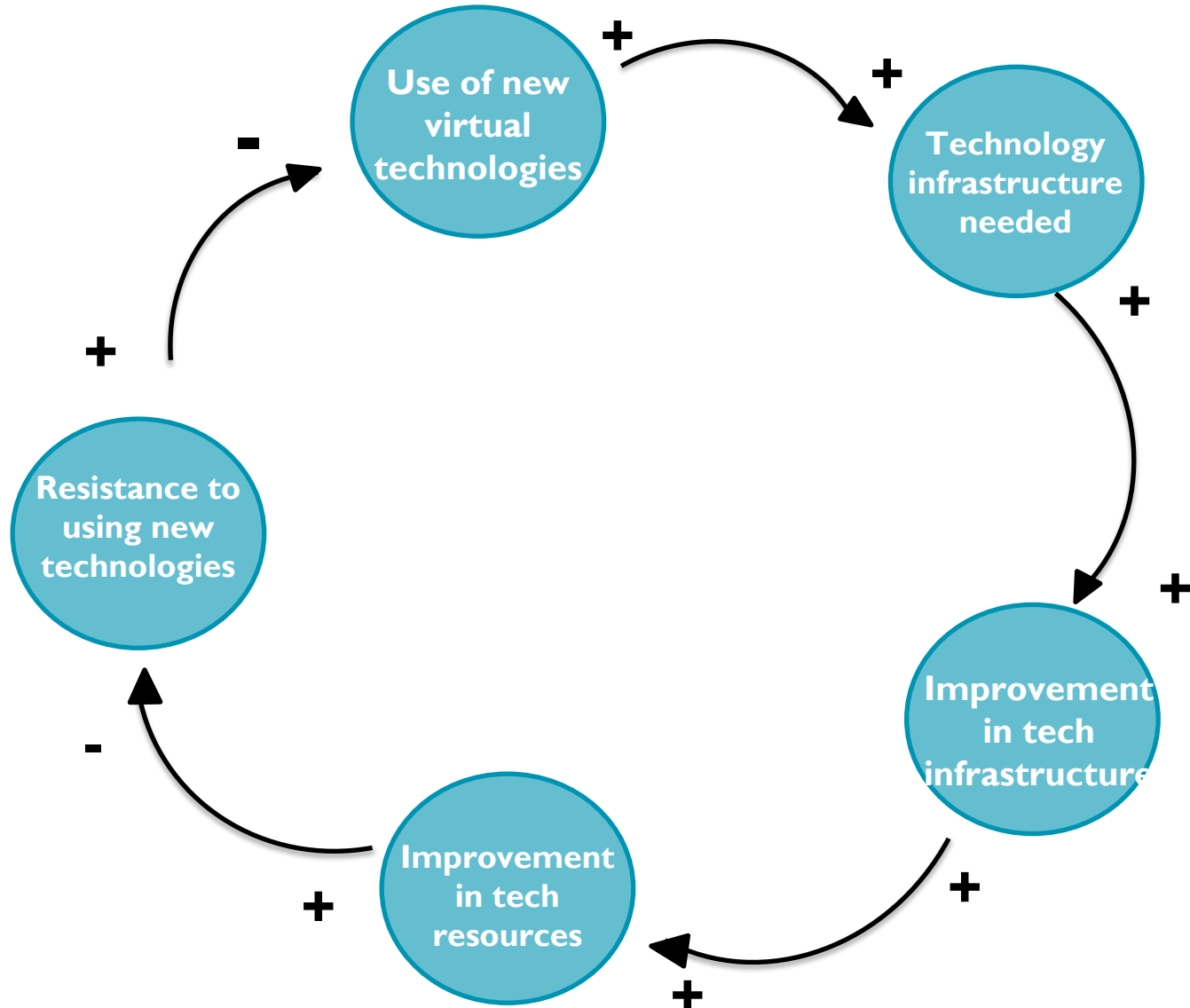
How has social distancing affected your work?

Share in the chat 3 negative and 3 positive impacts **social distancing** has had on your work.

Let's create a loop!



Example: Virtual Technology



Reflections on the looping process

- What did you learn from this process?
- What felt good?
- What felt difficult?
- Do you have any final questions?

Homework for Next time!

Come prepared to map the Case Study

There is a short quiz to take here!

*Note if you would like a certificate of completion you need to complete this quiz.

Check out the resources slide for more information

Additional Resources

- [USAID 5 Rs Framework](#)
- [Acumen Systems Practice- The Omidyar Group](#)
- [USAID Localworks Local Systems Practice](#)
- [FSG the Water of Systems Change](#)
- [DonellaMedows.org- Leverage Points:Places to Intervene in a System](#)

Let's Connect

Email

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Twitter

[@gkinitiative](https://twitter.com/gkinitiative)

LinkedIn

[the-global-knowledge-initiative](https://www.linkedin.com/company/the-global-knowledge-initiative)



THANK YOU!

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Photo credit: Bartosz Hadyniak

