Tools, analogues & challenges for the journey of change

Chris Phillips
to get us started....

My approach
My starting point
Analogues – look for //’s in other places
Challenges
Wrap up and lets do it .....
Emerging issues in natural resource management

• How do we bridge the gap between science & policy?
• How do we bridge the gap between science & society?
• How do we make science useful?
• How do we move from multi- to inter- to trans-disciplinarity?
• How do we create
  – science teams to conduct inter-disciplinary research?
  – science institutions to carry out inter-disciplinary research?
Emerging trends in natural resource management

The social face of catchment management

Learning communities and organisations

Knowledge management

Integrated and inter-disciplinary approaches
My approach

The 3 R's

Beg, borrow, steal (not really), share

Look for approaches/solutions elsewhere

JDI – just do it!
A starting point – my view

Without a common level of understanding of the issues, information and knowledge related to those issues, real change will struggle to occur.

“I fell, you grab... was that concept just a little too complex, Carl?”
Different approaches to developing and sharing information for decision making

- Human development
- Collaborative learning
- Consultancy
- Technology transfer

Increasing complexity of situations

Increasing people skills

Technical know-how

Learner directed

Teacher directed

(adapted from Van Beek & Couts 1992)
Information & Knowledge tools

online collaboration

what next?
Things are, and will be, different!!

Global transformations 1

- The rise of **new technology**
  - “Universal” Internet
  - Google and search engines
  - Data sharing (XML and metadata standards)
  - SMS txt

Global transformations 2

- The rise of **new technology**

- Emergence of a **networked society**
  - Networks of networks
  - Fluid membership
  - Leveraging off new technology (Web, SMS)
  - Demise of old institutions and social order
  - New geographies unlocated in space
  - New role of Nodes and Links
    - Differentiation and connection – the arts of innovation, differentiation, and a new hunger to connect and to be of service
Human Technology of Integration

Twelve stage cycle

1. Reflecting
2. Observing
3. Relating
4. Performing
5. Generating
6. Presencing
7. Crystallizing intention
8. Generating momentum
9. Prototyping
10. Convening
11. Completing
12. Retreating
Challenge number 1

“Walk the talk”?

Change begins with you!

Change begins at home!
Knowledge management (KM)

cultivating conversations,

knowing what we know,

knowing who knows what,

knowing what’s going on

flexible systems for support
Knowledge life cycle

Knowledge production:
- Information acquisition
- Individual & group learning
- Knowledge claim formulation
- Knowledge claim evaluation

Knowledge integration:
- Broadcasting
- Teaching
- Searching
- Sharing

Demand-side KM
1st Generation KM
- ‘PUSH’

2nd Generation KM
- ‘PULL’

Supply-side KM

Elements of the Knowledge Life Cycle (KLC) (modified from fig 3.7, McElroy 2002)
Share what we know – tell stories

Dogs sniff each other

Human beings tell stories

www.stevedenning.com
Challenge number 2

*Keep the message simple but credible*

---

**What we say to dogs**

Okay, Ginger! I’ve had it! You stay out of the garbage! Understand, Ginger? Stay out of the garbage, or else!

**What they hear**

blah blah GINGER blah blah blah
blah blah GINGER
blah blah GINGER blah blah blah.

© Chronicle Features – Far Works Inc.
Challenge number 3

How do we harness the passion for change?
or
how do we ensure that we don’t extinguish it?
Challenge number 4

How do we get connected to place?

How do we see the connections?
Challenge number 5

How do we

stop re-inventing the wheel,

get joined up & networked, and

not collapse under the weight of information?
Change agents, capacity building, bottom-up, top-down, diffusion, dispersion, regulation .......

When and where to use which?
Summary

To get change do we need

Just the I & K?

Carrot? Stick? Both?

When and where to use which?
They were nothing more than people by themselves… But all together, they had become the heart and muscles and mind of something perilous and new, something strange and growing and great. Together, all together, they were instruments of change.

Keri Hulme