



## Understanding and Enacting Systems Change

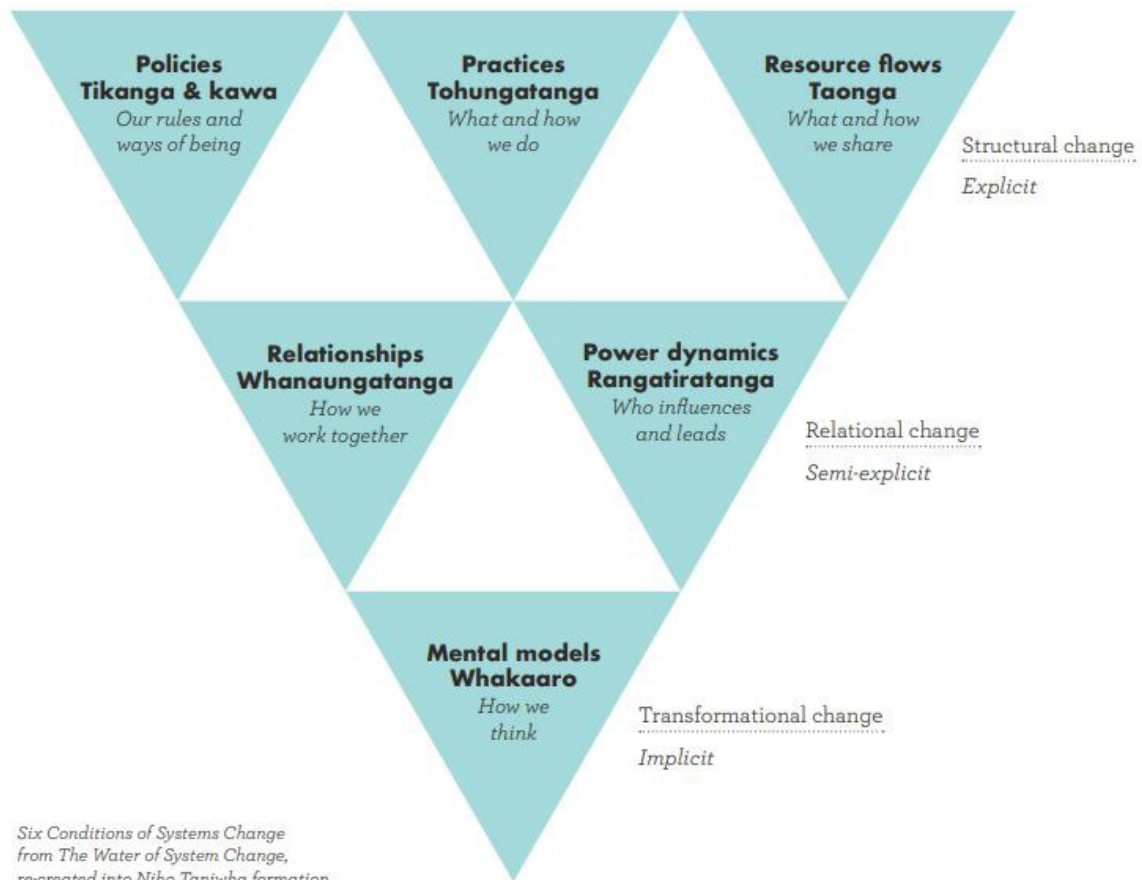
**Working for change around complex issues like housing affordability, mental health support, recognition of te Tiriti o Waitangi, involves shifting the conditions that hold the present situation in place.**

Community-led development [principles, frameworks](#) and [practices](#) help us ensure that community context experts are recognised as key contributors to help us understand the past and the present situation, what conditions need to shift and how, to achieve transformational change.

Systems change frameworks can help guide our observation and attention towards the different layers that we might need to influence to achieve lasting change. The [Water of Systems Change](#) framework highlights how often the most powerful conditions for change are the least visible or obvious. For example, our own mindset, how we think, might be the most important lever for change that we can influence – or how we work together with iwi, hāpū, whānau and communities.

This [report](#) is an example of how the Innovation Unit applied the Water of Systems Change framework to identify opportunities for Sport NZ to make physical activity and recreation more inclusive in Aotearoa. Canaan Tuhura, Healthy Families Rotorua re-created the original Water of Systems Change framework into this Niho Taniwha version below used in the Sport NZ report.

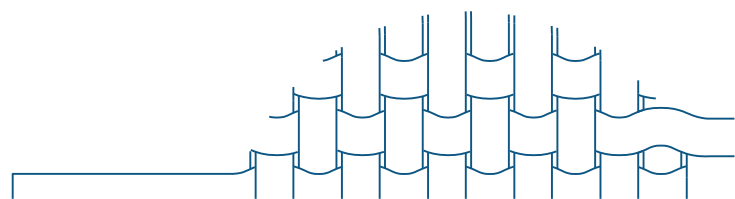
## Six Conditions of Systems Change | Niho Taniwha



*Six Conditions of Systems Change from The Water of System Change, re-created into Niho Taniwha formation with Te Reo Māori words by Canaan Tuhura of Healthy Families Rotorua.*

Another useful systems change framework comes from Tatiana Fraser and Juniper Glass (2020): known as the Power Shift Framework. They have added a ‘deep roots’ layer to Geels (2011) earlier framework. The deep roots layer is about people’s lived experience and community – for example, grassroots movements, personal and community transformation and healing, raising up previously marginalised voices. Being in the soil, it’s easy to miss this layer if we only focus on what we can see above the ground. Yet, plants and trees need to be nurtured by soil and roots. Their point is that this layer of work is highly relational and includes:

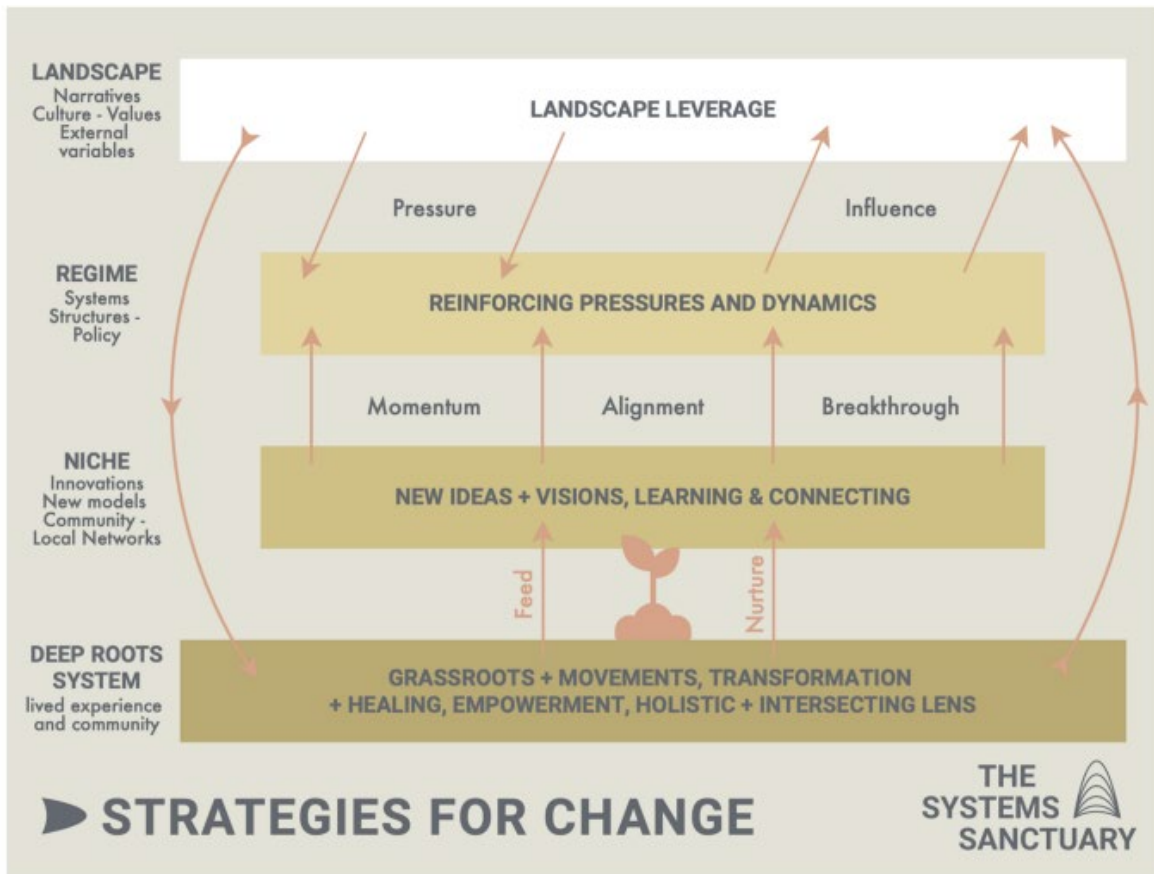
**“shifting mindsets, perceptions, cultural practices, habits and values. We believe that without such profound shifts, changes in structures and policies may not be sustained over time or have the desired impact.”**



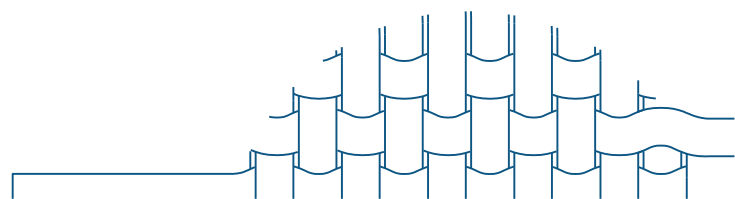
This framing resonates strongly with CLD principles and practices, and the **quadrants of change** framework we have found so useful in considering the personal, relational, structural, cultural and power dimensions of transformation within communities.

We hope you find these frameworks useful in your work for systems change, no matter what part of the eco-system you are working in. No matter where you are influencing change, we can all benefit from understanding the role we can each play.

**Nāu te rourou, nāku te rourou, ka ora ai te iwi: With your food basket and my food basket the people will thrive**



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Catalyses locally-led change to achieve sustainable, effective outcomes.

We are the reference point for community-led development in New Zealand, building on international and local practice-based evidence to grow and share expertise.

Inspiring Communities operates across many sectors at multiple levels.

Talk to us about your CLD training, workshop needs, coaching, support and opportunities in your community or region. We understand diversity! We can tailor packages to your specific requirements.



## RESOURCES

### Harakeke/Flax

From the root to the flower the harakeke shares its properties.



## ADVICE

### Korimako/Bell Bird

Fluent, graceful speaker.



## EVENTS

### Whakaatu/Presenting

The peak of the mountain as a stage to present from.

