Origins of the book – a lightbulb moment in India
Main Sections

• Systems, Power and Norms
• Institutions:
  – States, rule of law, accountability
  – International system, TNCs
• Change Actors:
  – Civil activism, Leadership, Advocacy,
• So Whats
  – A power and systems approach for activists and their organizations
SYSTEMS AND POWER
A lot of aid projects and activism look like this
But this is the world we often work in
Key Features of change in systems

• Critical Junctures
  – Large scale (wars, crises, Panama Papers)
  – Small scale (conflicts in Tikamgarh)

• Path Dependence

• = big problem for traditional planner approaches when you
  – Don’t know what is going to happen
  – Don’t have a solution to a given problem
Understanding Power
“Why do we not speak now? We did when we were children. We have internalised repression. They gave us the words: ‘stupid’; ‘you can’t’; ‘you don’t know’, ‘poor thing - you are a woman’.”

Guatemalan Mayan activist
4 Powers model (Rowlands 1997)

- Power Within
- Power With
- Power To
- Power Over
Using Power Analysis
A Power and Systems Approach

• How we think/work
• The questions we ask (and keep asking)
How we think/feel/work

• Curiosity – Study the history; ‘learn to dance with the system’
• Humility – embrace uncertainty/ambiguity
• Reflexivity – be conscious of your own role, prejudices and power
• Include multiple perspectives, unusual suspects, be open to different ways of seeing the world
The questions we ask (and keep asking)

- What kind of change? (Policy; Practice; Norms)
- What precedents can we learn from?
- What kinds of power are at work here, how can it be redistributed to the less powerful?
- How will we know if change is happening – feedback loops and course corrections?
Aids to Navigation: what kind of change is required?

Rao and Kelleher, ‘Gender at Work Analytical Framework’
Aids to Navigation 2: What kind of change strategy?
Zooming Back Out, What is all this About?
Thankyou! (@fp2p)