Where Are You Stuck? Tools for Action

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Welcome!

What We’ll Do
- Introduce Ourselves
- Introduction to Adaptive Action™
- Case: Cooperative Fund of New England
- Case: Four Directions Development Corp.
- Group Work
- Wrap-up
Introduce Yourself

- Your Name
- Your Organization
- What attracted you to this topic?

What are your Signs of Stuckness?
Signs You’re Stuck

- When things slow or stall
- When you’re unable to identify the causes
- When existing ways of doing things don’t produce the desired results

What’s Adaptive Action?

It’s a...
- Way of thinking
- A Problem Solving Approach
- An Analysis Tool
- An Organizing Tool
- A Planning Tool
Adaptive Action

Step One

1) What?
   - Do I (we) see?
   - What do I (we) experience?
   - What do I (we) feel?
   - What do I (we) know?
   - What do I (we) not know?
Step Two

2) So What?
- What does it mean?
- What patterns exist?
- What does my gut tell me (us)?
- What does past experience tell me (us)?
- What possible steps might I (we) take?
- What might be the outcomes?

Step Three

3) Now What?
- What action will move me (us) forward?
- What will tell me I’m on the right track?
- What will measure my performance in my next Adaptive Action cycle?
- And lead to the next What?
Speaking of Action...

Levers for Change

- Containers
- Differences
- Exchanges

CONTAINERS

Hold the system together

- Can be visible or invisible
- A building/office
- A class
- A mission
- A leader
- An organization
DIFFERENCES

- Experience
- Profession
- Seniority
- Race
- Gender
- Age
- Religious
- Political Affiliation
- Communication Styles

EXCHANGES

Connect individuals, organizations in the containers & across differences

- Foster transfers of information, $, energy
- Storytelling
- Social media
- Phone calls, emails, texts, Skype
- Powerpoint
Cooperative Fund of New England

Mission: We work for economic, social, and racial justice by advancing community-based, cooperative, and democratically owned or managed enterprises, with a preference to assisting cooperatives in low-income communities, by:

- Providing financial products at reasonable rates
- Developing business skills
- Offering an investment opportunity that promotes socially conscious enterprise

- Micha Josephy, Program Manager (6 yrs)
- 6 FTE staff
- Assets: $24MM/Loan Portfolio: $17MM
- Customers-mostly cooperative businesses and cooperative housing, some nonprofit borrowers.

Stuck: We were concerned by the difference between our perception of the relevance of food co-ops in providing healthy food access in LMI communities and the perceptions of organizations that we wanted to partner with.

Four Directions Development Corp.

Mission: To improve the social and economic conditions of the Wabanaki tribes in Maine through education and investment in affordable housing, tribal business ventures, and Native entrepreneurship.

- Susan Hammond, Founder & ED (15 yrs)
- 7 FTEs
- Assets: $7.9MM/Loan Portfolio $5.8MM
- Customers: Native Americans living in Maine
- Serve: State of Maine, with an emphasis on five reservations

Stuck: We struggle with low attendance at our in-person, group training events of all types (homeownership, financial capacity, and business).
In Your Group: Options

1. Think About
   ▪ Identify Places You’re Stuck
   ▪ What are the signs?

2. Work Your Case
   ▪ What are you experiencing?
   ▪ So what does it mean?
   ▪ Now what can you do?
     – Containers
     – Differences
     – Exchanges

Adaptive Action Resources

▪ Adaptive Action
  http://www.adaptiveaction.org/
▪ Human Systems Dynamics Institute
  http://wiki.hsdinstitute.org/
▪ Adaptive Action: Leveraging Uncertainty in Your Organization, Glenda Eoyang & Royce Holladay
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Thank you for joining us!