

Academy

Workshop Series: Personal Impact Plan

Key ideas we will lever

**I. The science of
Polycrisis**

**II. Systems thinking &
leverage points**

**III. Emotions, values,
deep why**



Understanding interconnectedness

Are we living through many crises – or just one?

What's the first crisis that comes to your mind right now?



 How do you feel about the **state of the world?**

 **Worried**

 **Unsure**

 **Outraged**

It feels like the world is on fire from all directions.

This comes with a **feeling of overwhelm**: too many crises, too much noise, constant breaking news. Accompanied by the feeling that things are getting worse and worse. No more pause.

We can't put out the fire everywhere at the same time!

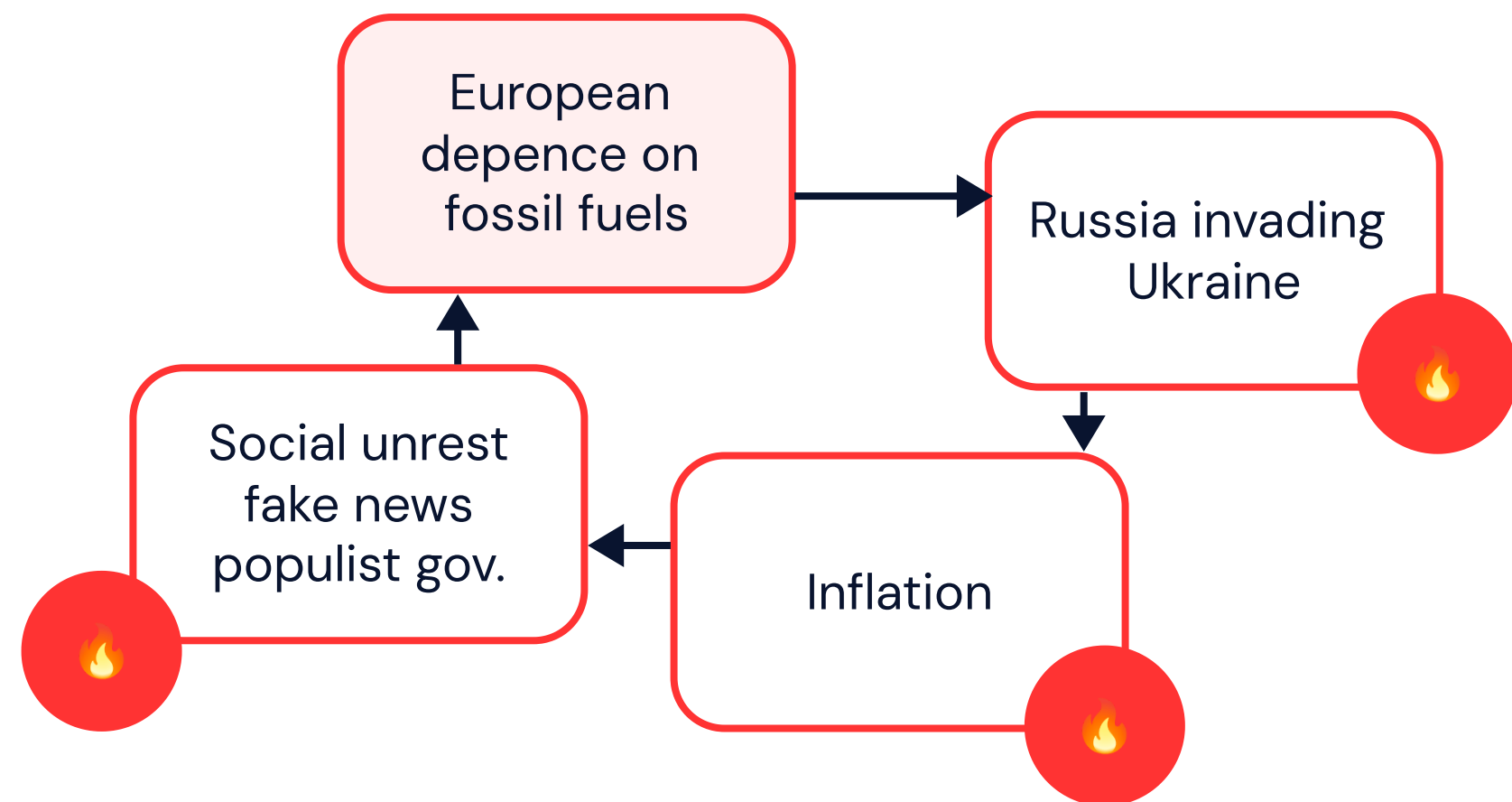


Interconnectedness

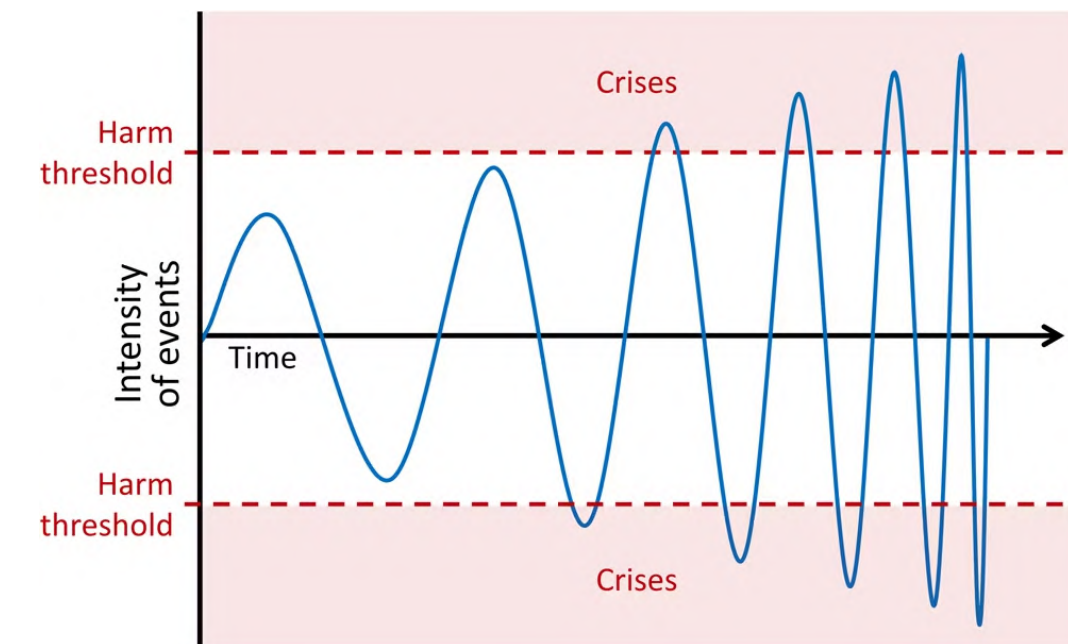
But what if these aren't separate fires?

This is what researchers call a Polycrisis

a polycrisis isn't just a
sum of problems —
it's a system of
entanglement



**This is a massive problem
because it leads to crisis
acceleration due to
negative feedback loops**



But it's also a massive opportunity, because in a connected system we don't need to fix everything.

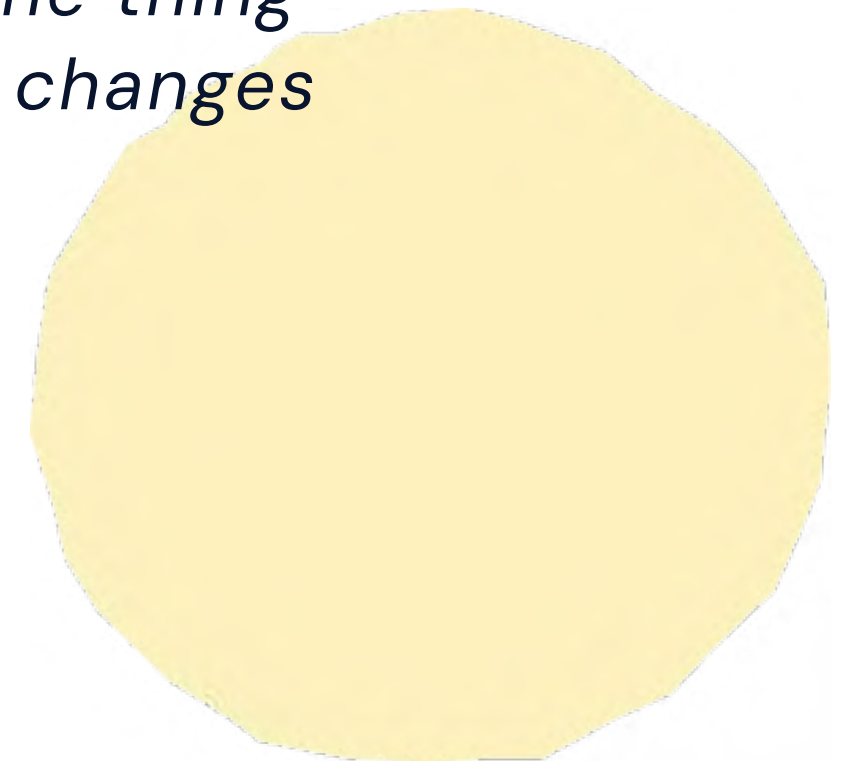
We can have massive impact if we just cut the right link.



If we understand how things are interconnected, we can have big impact from small interactions

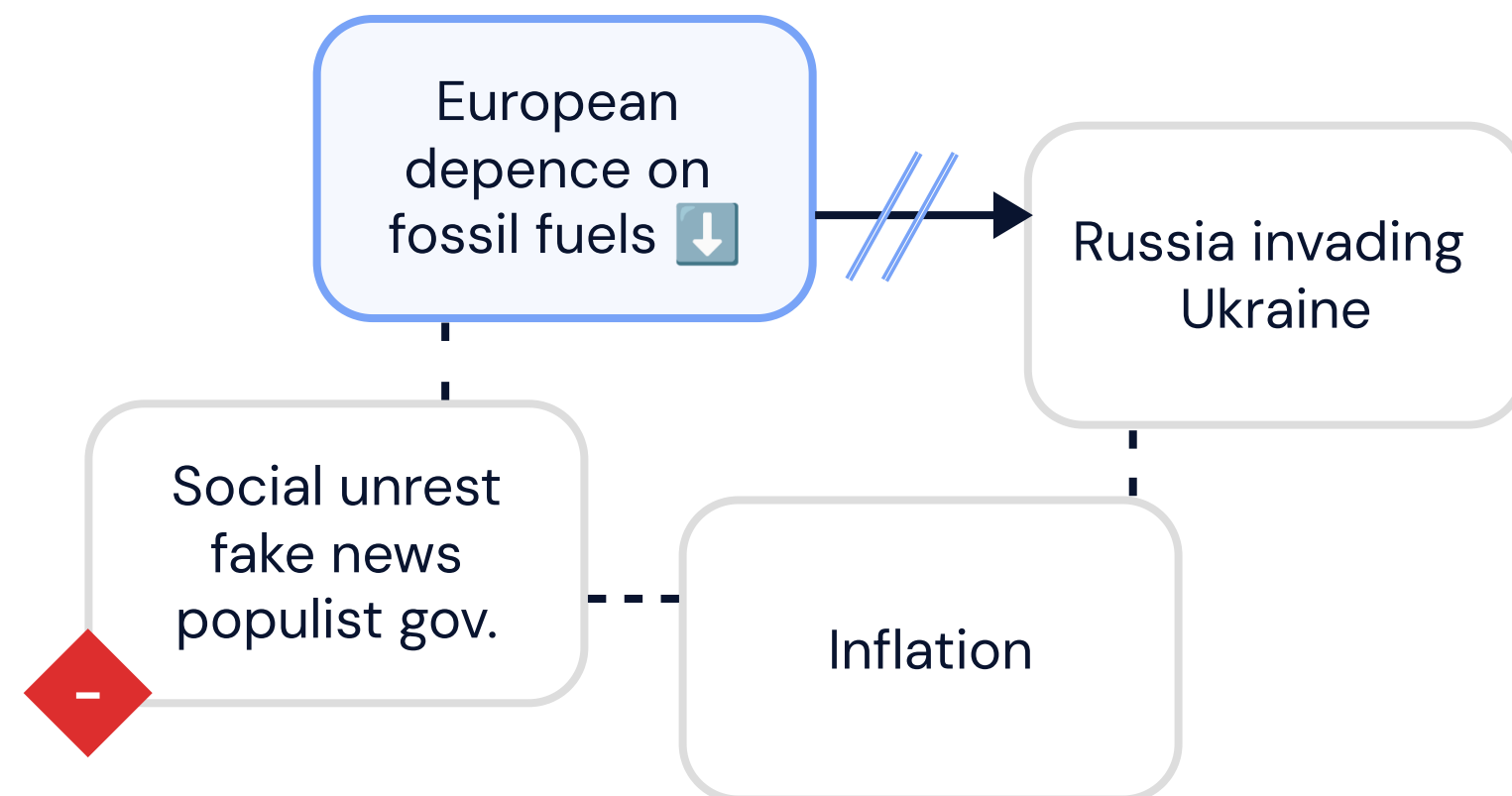
"Small shifts in one thing can produce big changes in everything."

Donella Meadows



Decreasing the dependence on fossil fuels helps stabilise our democracies 🧨

a polycrisis isn't just a sum of problems — it's a system of entanglement

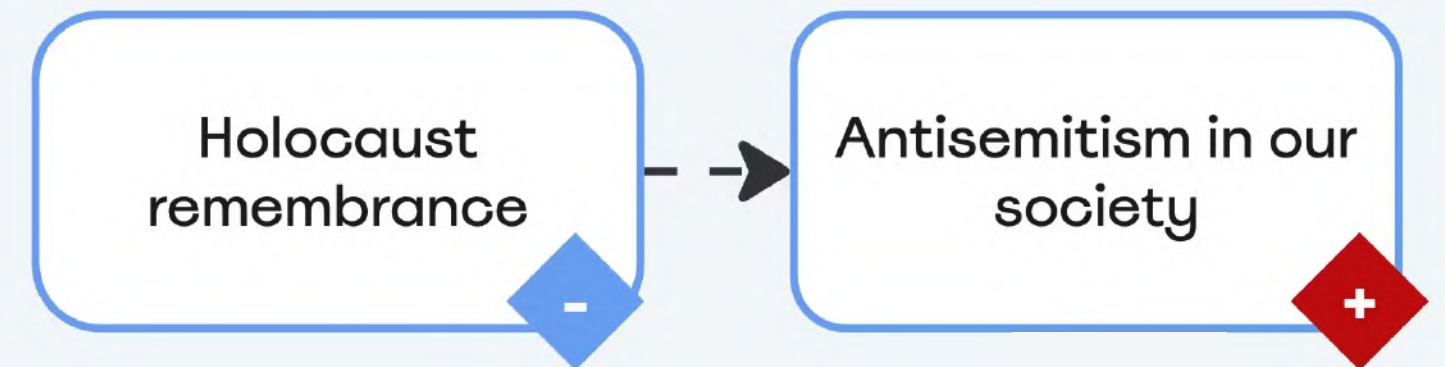


Example: Extremism

Fewer people in our society remember the horrors of the Holocaust

- Fewer and fewer survivors who can share their stories

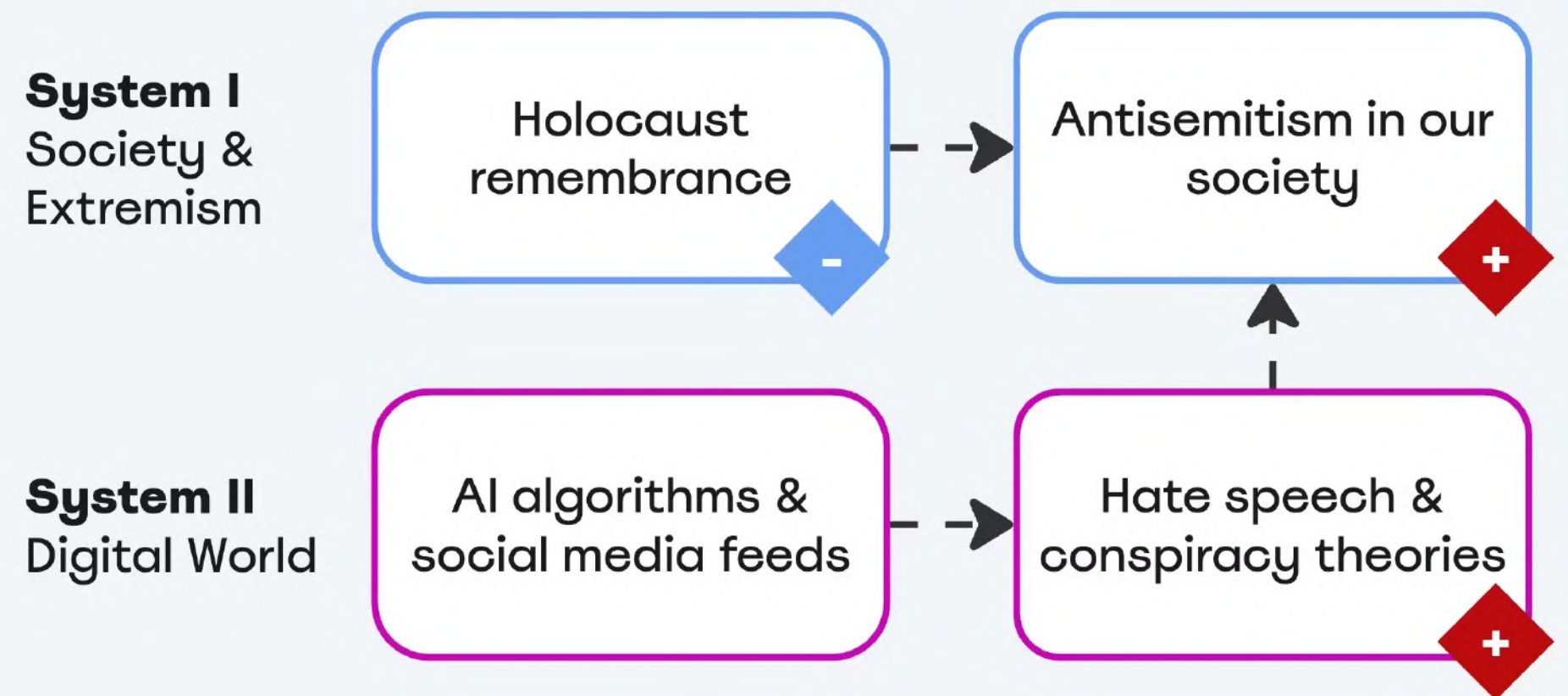
System I
Society &
Extremism



Example: Extremism

Social media algorithms add to the problem by promoting conspiracy theories

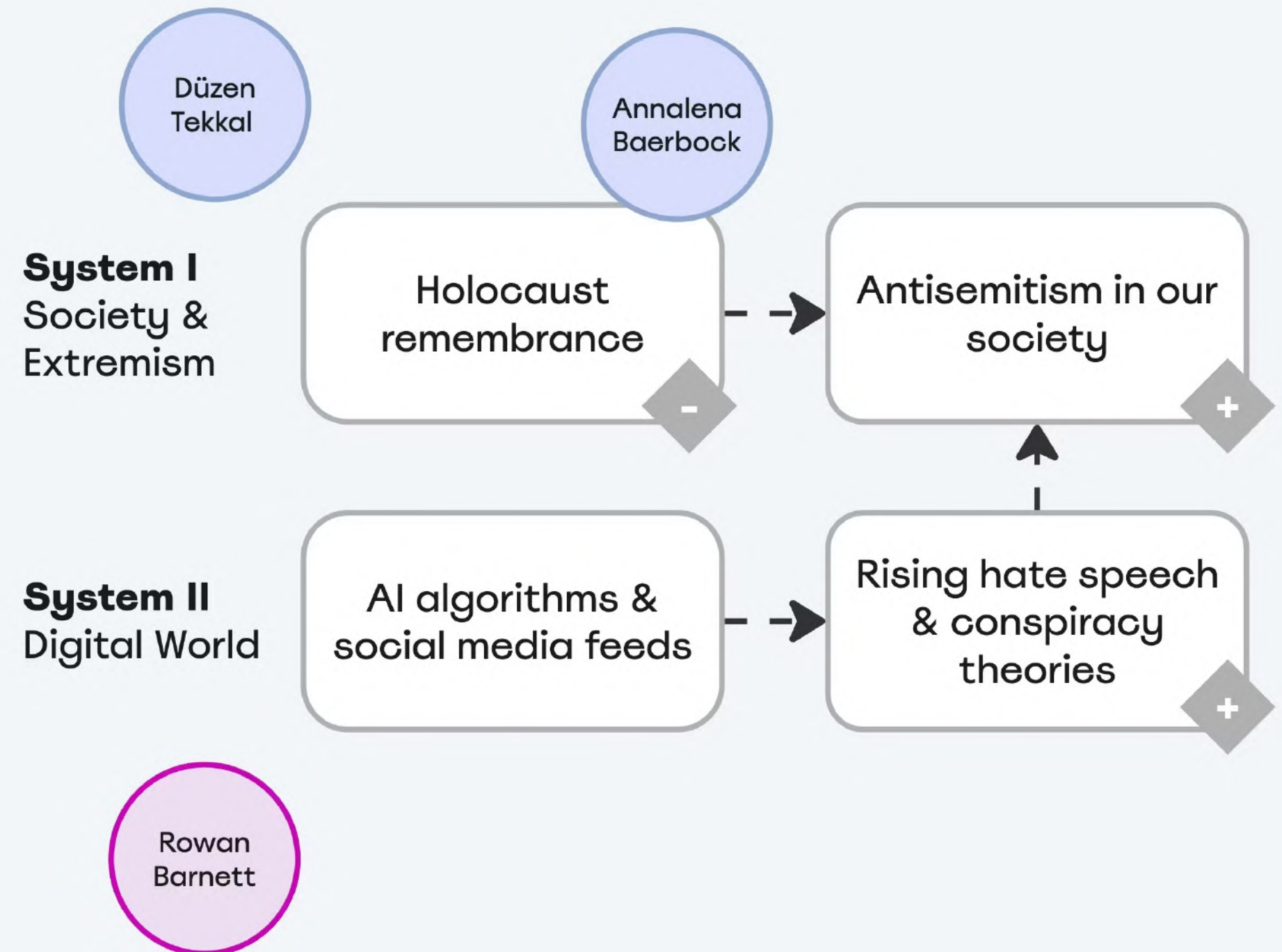
- fueling anti-semitic prejudice in our society
- a negative feedback loop between 2 systems



Example: Extremism

Systems thinking is all about understanding key actors & variables in our systems

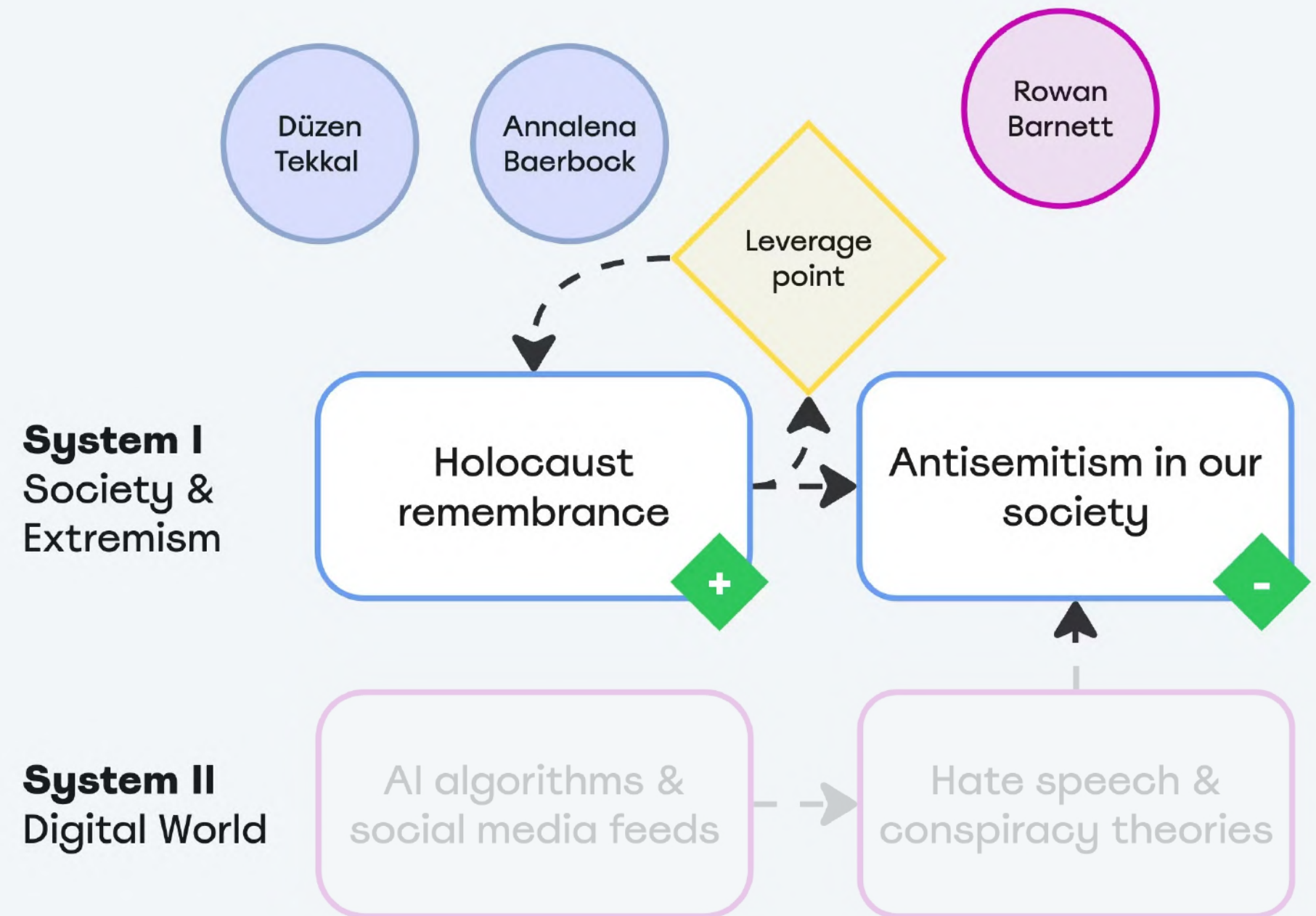
- by bringing together actors of different systems and helping them understand key variables and interactions in systems creates the base for impactful intervention



Example: Extremism

Impactful leverage point: Auschwitz in front of your eyes

- we can break and even flip negative loops in our systems: e.g. using digital tools to bringing the experience of Auschwitz to classrooms
- instead of re-inventing the wheel, we leverage existing structures



Why systems thinking is a fantastic framework

Systems thinking is all about understanding the root problems, actors and then making smart decisions about how to interact with the system

The impact plan is about finding your most effective leverage points in a group in order to bring forward systemic change.

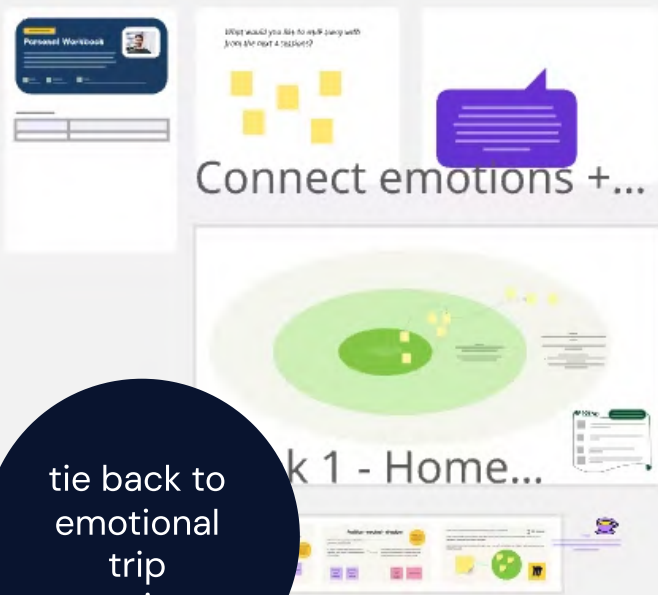
Yes, it is true, that there are no silver bullets to solve the polycrisis.
But there are powerful leverage and intervention points that are only accessible through
collaboration

The journey we'll be taking together

1. Get to know you, your core drivers, values and roles **(Emotion)**
2. Learn to see crises as systems **(Opening eyes)**
3. Map your strengths & assets to envision a value-aligned role **(Empower)**
4. Uncover powerful collaborative leverage points **(Activate)**



Deep 'why' discovery



Work 1 - Home...

tie back to emotional trip experience



Opening eyes

Exploring the root... Exploring the root...



"In an interconnected system, we don't need to fix everything; we need to **cut the right link.**"

Understanding how to break system patte...



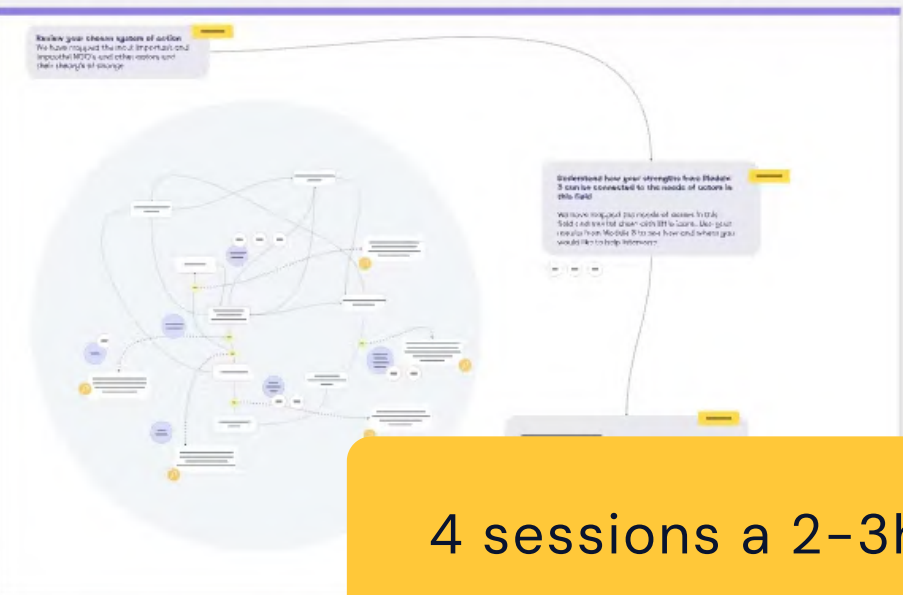
Discover your unique strengths and assets

Revisiting your leadership map...



Identify your leverage points

Ways to bring about effective change



4 sessions a 2-3h

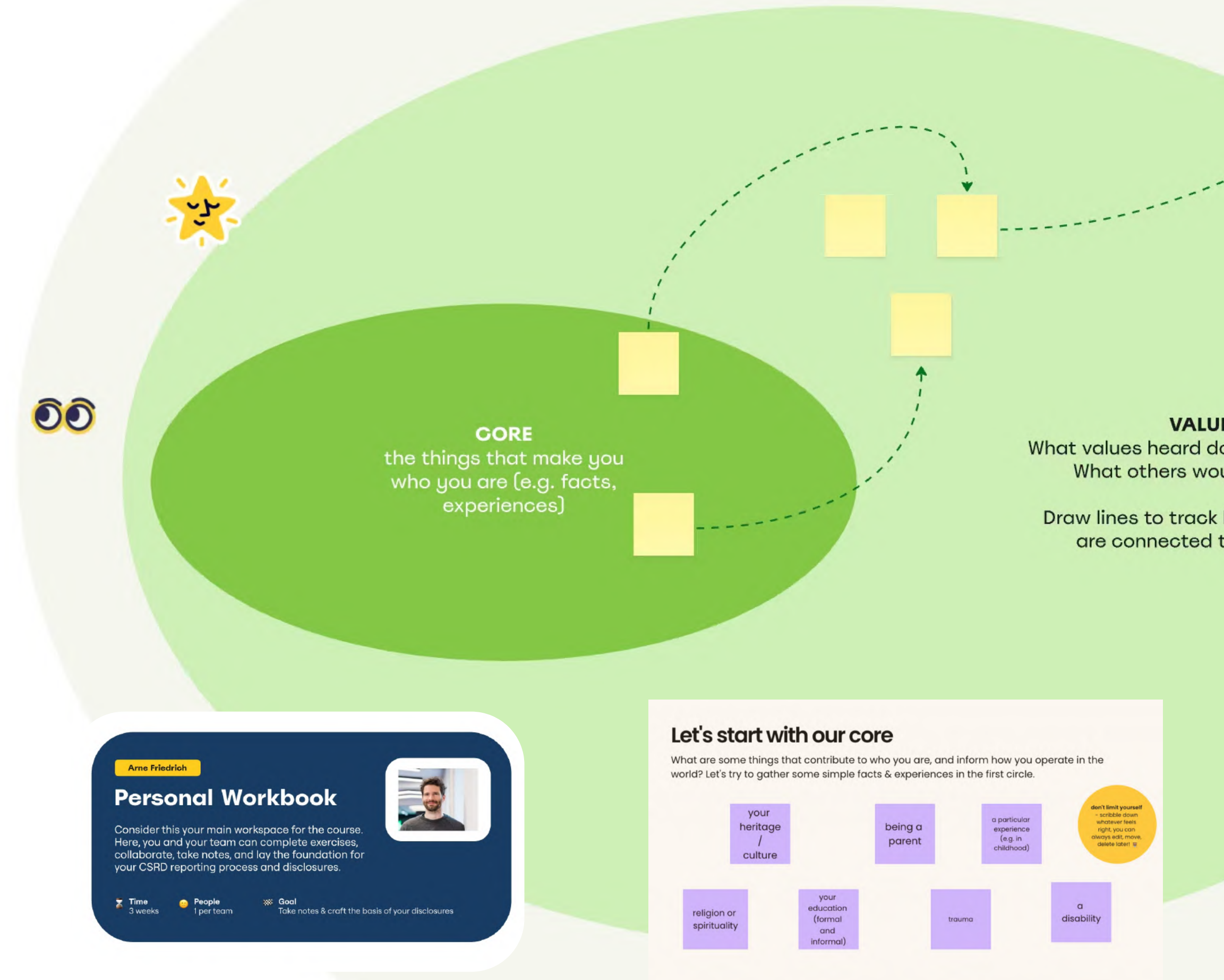
Impact Plan

Module 1

Inner discovery

starting from the 'why' within is key to create commitment to everything that follows. We'll take participants through a series of exploratory exercises to:

- facilitate exploration of their own core, values, and roles to date + what they'd like to centre more or less in driving meaningful impact
- build trust & connection within the group for the road ahead



Module 2

Outer systems

- Understanding the root causes and interconnected nature of the biggest crises of our times
- Exploring how negative feedback loops can be most effectively broken, with case studies
- Topical case studies of systemic issues via lightning talks on participant's chosen focus topics
- Brainstorming and mapping ideas, initiatives and key actors in the respective fields

Understanding how to break system patterns

2b. Map the System

See how the parts form the whole and how feedback loops drive the behavior of the system

10 min



R1: The Resilience Loop

Story:

Economic turmoil & scarcity → populist leadership → weakened resilience → decouple from global system → worsen economic conditions → more grievances → nationalism → degrades resilience → climate change → growth and development



R3: The Climate-Migration-Nationalism Loop

Story:

Weakened cooperation → weaker climate action → more extreme heat/drought/floods → more displacement → receiving societies polarize → nationalism rises → cooperation weakens further. **Why it matters:** Even if you're investing for mitigation, unmanaged climate migration can destabilize labor markets, cities, and politics.

Iceberg - Far-right rise in Europe

1

Take turns to ask the person questions about the event. You can use the question prompts below, along with any others you think of.

Note the details on purple post-its.



What just happened?

How are you perceiving the issue?
Is that different to how others perceive it?

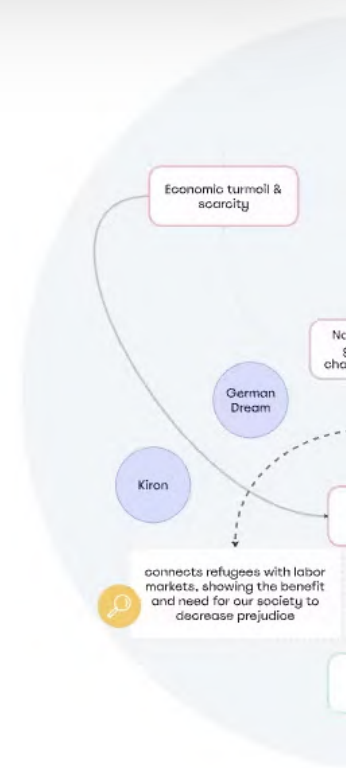
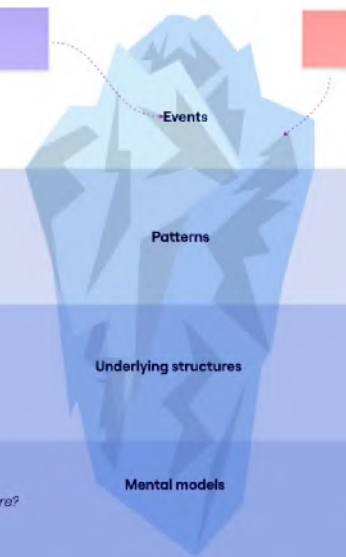
What kind of organisational structures or relationships enables these patterns?

What are the deepest goals of your company?
What are the deepest mental models & goals of key players involved here?
Are they to grow? survive? extract?



2

Look at the event and the person. Mark the details on purple post-its.



Module 3

Impact ikigai

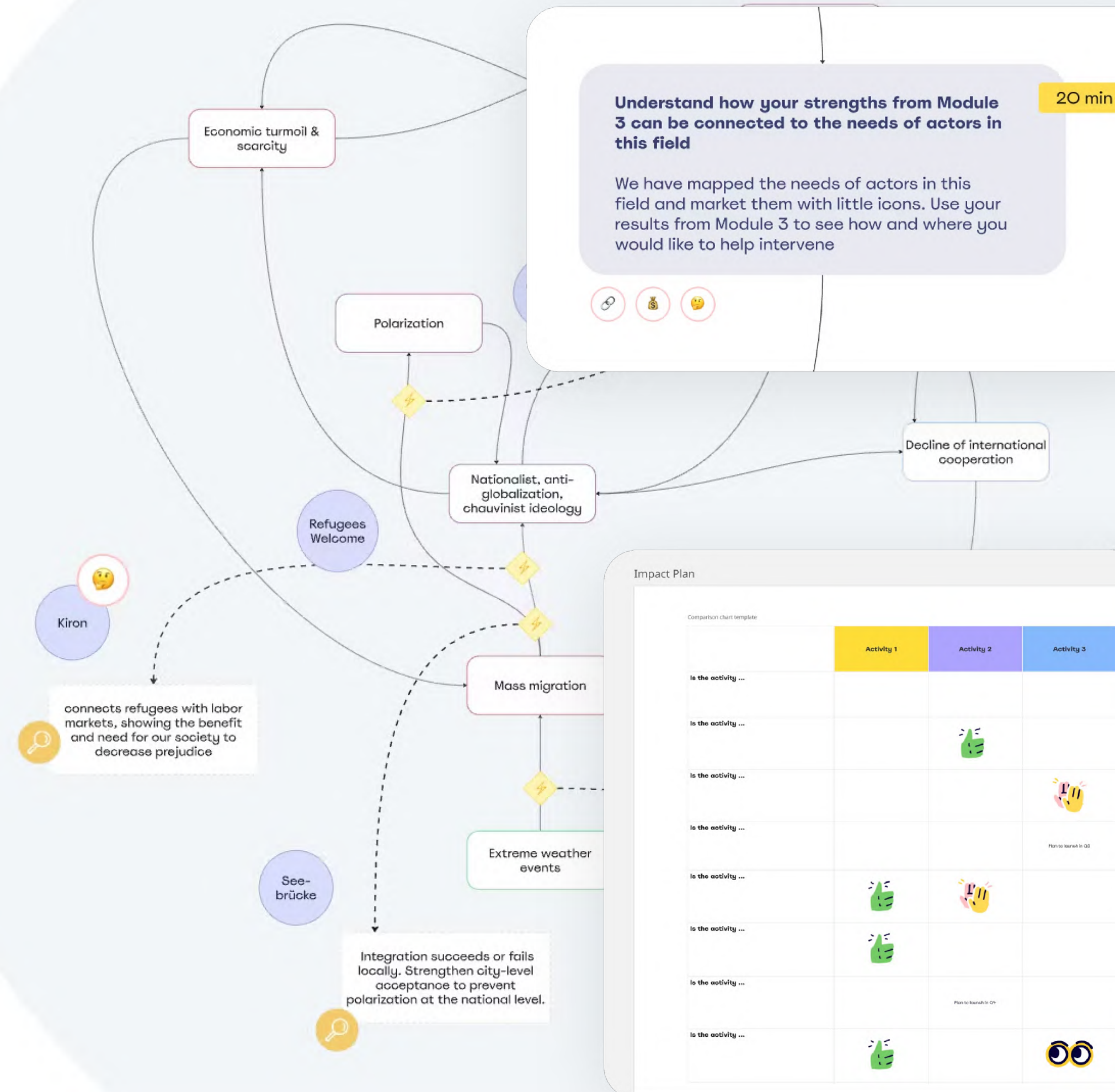
- Based on the values & roles identified in module 1, participants will now choose which of these they'd like to centre moving forward.
- They'll also map their strengths and assets in the context of the challenges they'd like to tackle: *What are the unique skills, networks, experiences, resources etc. that you bring to the table?*
- the goal is to leave every participant feeling empowered and ready to move to impact in a topic they truly care about and have an emotional connection to



Module 4

Identify the most impactful leverage points

- Time for the grande finale: for each participant we'll prepare a detailed subsystem of the identified, desired field of action – including initiative ideas, existing NGO's, other key actors, strongest leverage points
- Together we'll identify which angles can become the focus of their impact plan, which they'll start drafting during the session



Extra mile

Implementation support

Active ongoing implementation support for new initiatives & actions

1-1 guidance on how to make change happen or conduct a science-backed validation phase of initiatives

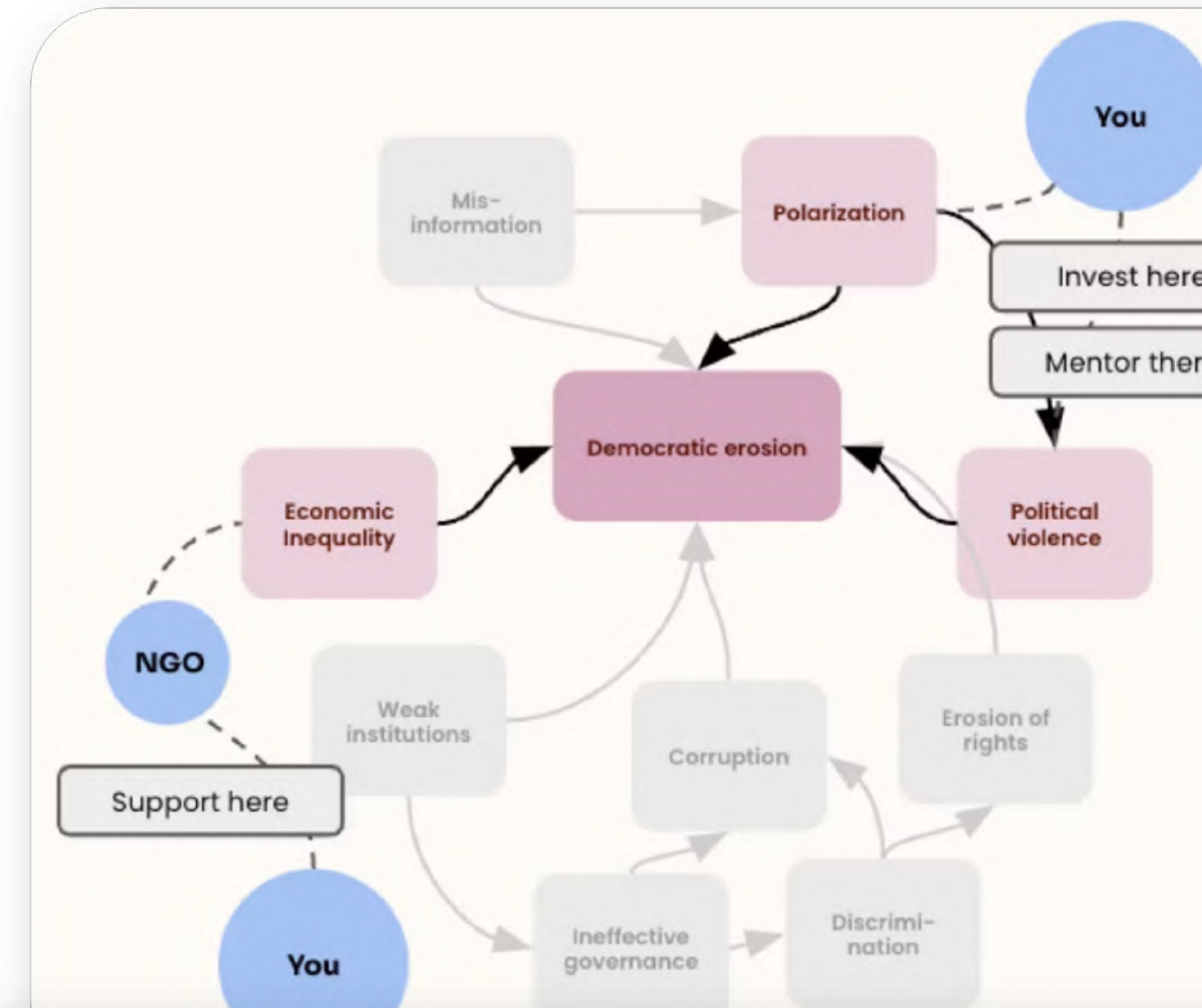
- call X, Y and Z w/ 30 min call
- here's the script of Qs to ask them to get real validation & understand the current lay of the land

custom 'starter pack' for each participant:

- mapping of the issue & key players
- expert-matching w/ other ngos, experts, people w/ lived experience of the issue etc
- sample sheet of leverage points

Impact evaluation & toolkit:

- questions to assess systemic impact of levers, theory of change, good governance and decision making models



Leverage Segments & Actions			
File Edit View Insert Format Data Tools Extensions Help			
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A1	Hebelbereich		
	A	B	C
1	Hebelbereich	Segment	Aktionsbeschreibung
2	Finanzielle Mittel	Strategische Philanthropie	Großspenden an NGOs oder systemische Projekte zur Lösung gesellschaftlicher Probleme.
3		Impact Investing	Investitionen in Unternehmen und Fonds mit ökologischer und sozialer Wirkung.
4		Kapitalumlenkung	Kapital aus schädlichen Industrien abziehen und in nachhaltige Alternativen umlenken.
5	Organisatorische Macht	Nachhaltigkeitsstrategien	Nachhaltigkeit in die Geschäftsstrategie integrieren und ESG-Ziele setzen.
6		Lieferkettenmanagement	Lieferanten nach ökologischen und sozialen Kriterien auswählen und fördern.
7		Mitarbeiterengagement	Mitarbeiter in Nachhaltigkeit schulen und zu Mitgestaltern machen.
8	Öffentliche Stimme / Medien	Plattform-Nutzung	Eigene Reichweite nutzen, um Öffentlichkeit für Nachhaltigkeitsthemen sensibilisieren.
9			Dokumentarfilme, Podcasts und Artikel produzieren, die Veränderungen anstoßen.
10		Medienproduktion	Workshops, Talks oder Bildungsprogramme zu Nachhaltigkeit organisieren.
11	Wissen & Expertise	Beratung	NGOs, Regierungen oder Unternehmen bei der nachhaltigen Transformation beraten.
12		Publikationen	Eigene Forschung oder Perspektiven veröffentlichen und Debatten mitprägen.
13		Mentoring	Junge oder etablierte Führungskräfte in ihrer Wirkung begleiten und coachen.
14	Netzwerke & Beziehungen	Allianzen bauen	Strategische Allianzen oder Bewegungen mit Gleichgesinnten aufbauen.
		Veranstaltungen	Zusammentreffen von Entscheider:innen und Akteuren organisieren.