

MODULES MC SOCIETAL TRANSITIONS

Module 1 - Striving for Systemic Impact: Narratives of Change and Social Entrepreneurialism

Participants are welcomed to our learning environment in Impact Hub. **Tatiana Glad, Msc** will introduce its origin story, and the work of social entrepreneurs within a broader narrative of systemic change. We will look at mental models and practices that enable systemic change and new ways of doing business, as well as their practical application in the course of building an initiative (be it a project or an enterprise). Tatiana will address the limitations of 'change management' and the prevailing view on 'organisational change' in enabling diverse people to engage and act collectively, drawing on working with the Art of Hosting, Holacracy, and Living Systems.

Inspired by state-of-the-art research and practice, **dr. Flor Avelino** will introduce the theory of transformative social innovation and discuss examples of social movements and translocal networks that are working on social innovation and transformative change in practice (e.g. global ecovillage movement, community energy, slow food, participatory budgeting, etc.). We reflect on the similarities and differences of these different narratives of change. For the last part of the afternoon, we will have a small field trip to engage with a socially entrepreneurial change initiative in Amsterdam and apply our newly learned lenses to unpack its role in systemic impact

Module 2 Sustainability Transitions & Transition Management

On the second day, we dive right into the theory and practice of sustainability transition and transition management. Sustainability transitions are processes of fundamental transformation towards more sustainable and resilient societies. We start the morning with **dr. Flor Avelino** introducing the basic principles of transition theory, based on interdisciplinary transition research. We use the concepts of complexity and co-evolution to understand how innovations emerge, grow and contribute to societal, systemic change (i.e. transitions). Participants will exercise with the Multi-Level Perspective (MLP) and the Multi-Actor Perspective (MaP) as tools to analyse transition dynamics processes in participants own contexts. Based on this exercise, first insights are

discussed regarding possibilities for intervention and transition management. In the afternoon, we move on to discuss the overall approach of transition management and its various participatory techniques, such as the transition arena, back-casting scenarios, experiments and reflexive monitoring. **Prof. dr. Derk Loorbach** – founder of transition management and director of DRIFT (Dutch Research Institute for Transitions) – will shed light on the philosophical background of transition management and discuss some of the many examples of how transition management has been applied in practice.

MODULES MC SOCIETAL TRANSITIONS

Module 3 - Power & Politics of Innovation and Sustainability Transitions

On the third day, we will take time to deeply reflect on issues of power and the politics of innovation and transitions. In the morning we will take time to reflect with the participants on their experiences with power and politics in their respective work field and cases. **Tatiana Glad, Msc** will share her experience with purpose-driven leadership within both the individual and organisational contexts, drawing on process and governance approaches that enable leaders to mediate power struggles and political tensions.

In the afternoon, **Prof. dr. Jan Rotmans** shares his insights on transitions and leadership, as one of the founders of the field of transition studies and based on his extensive experience as activist academic influencing public debate and policy. In the evening **dr. Flor Avelino** will share insights on the concepts of power and empowerment, based on social and political theory and psychological research on intrinsic motivation. Through a power-in-transition exercise, participants are challenged to identify their own power and empowerment potentials.

Module 4 - "Synthesis & Moving Forward"

In the morning session of the fourth day, **drs. Mr. Marjan Minnesma MBA** (director Urgenda) shares insights and experiences on how transition management works in practice, combining a strong intellectual basis - with degrees in philosophy, law and business administration - and a vast experience as a leader in numerous innovation programmes and environmental organisations. She demonstrates exceptionally diverse and daring strategies to accelerate sustainability transitions. These include the case-examples of Urgenda's interventions for upscaling solar energy and electric vehicles (transition through technology & consumption), organising the Climate March and

numerous other public events (transition through social movement), and taking the Dutch state to court for neglecting climate change in the notorious legal Climate Case (transitions through law).

In the afternoon we round off our intensive and prepare for further work on our learning case work over the next weeks as well as application within participant real-life contexts. Through an interactive process we will collectively integrate our learning so far and harvest key insights to support participants on taking concrete next steps, as well discuss remaining questions.

MODULES MC SOCIETAL TRANSITIONS

Module 5 – Comeback Day: “Learning in Action”

This day brings participants together to share their learning cases through mini-pitches and a facilitated peer review process. The intent is to build on the learning paper which captures learning and application since the intensive (modules 1-4), but also to generate an intervention action plan that participants commit to follow up. In addition to the course guides' feedback on the learning paper, the peer review process enables feed-forward into the action plan with the benefit of the diverse perspectives in the class. Participants will walk away with an action plan and the motivation to enact it. Ongoing resources to support participants as practitioners will be shared.

The afternoon of the comeback day consists of two parts with an inspiring guestlecture joins our group. We start in a more intimate session during which our guest will talk from personal experience triggering an exchange of experiences, challenges and insights amongst each other. The second part of the afternoon the guestspeaker will give a lecture that is open to the public, so that participants have an opportunity to invite colleagues and friends into the learning space. Afterwards, all are invited to meet like-minded professionals in an informal networking space over drinks at the Impact Hub Amsterdam.