

Box 16: Transformative Capacities: An Incomplete List

To successfully navigate the difficult terrain of transformational change, needed capacities include:

- Facilitating knowledge co-creation and utilization;
- Ability to collaborate at scale;
- Systems thinking, holistic thinking;
- Visioning;
- Embracing deep uncertainty;
- Power-mapping and power-building through community-based actions and coalitions;
- Building trust, legitimacy, and social capital;
- Recognizing and accepting the limits of previously used approaches;
- Recognizing the limits of, and being able to constructively dismantle or destabilize, existing systems;
- Developing (or enabling) creativity and social innovations;
- Preparing communities/systems for deep change;
- Creating, recognizing, and seizing windows of opportunity;
- Identifying goals and targets, and tracking progress along a transformative pathway;
- Framing a new narrative, championing it, and inspiring others with it;
- Facilitating difficult, emotion- and value-laden dialogues;
- Building psychological skills to deal with loss, profound change, and renewal.¹³⁷