SYSTEMS CHANGE SIMULATIONS

Cairn Guidance customizes in-person and online professional development experiences to meet the individual needs and goals of each organization. Our team offers technical assistance, leadership development, one-on-one coaching, and facilitation of three simulations for group experiences.

Cairn Guidance brings over 15 years of experience facilitating systems change with state agencies, funders, community based organizations, and grantees to:

- Effectively navigate and change complex systems in both the education & community settings
- Get unstuck by learning how to leverage change
- Understand complex processes in engaging, interactive ways

During these engaging team simulations, participants will be confronted with realistic decisions and experiences, be compelled to consider new ways of looking at their goals and their work, be challenged to review what they consider legitimate indicators of success, try proven methods for making system-wide changes, distill their experience into action-oriented learnings, and have fun!

making CHANGE™

Making Change™, aka "The Change Game", introduces participants to the concepts of change for individuals, specifically in an education setting. The engaging and thought-provoking learning experience leads to an understanding of the possibilities and pitfalls of improvement efforts, establishes a shared vocabulary about essential change steps, an appreciation of differing perspectives, and challenges long-standing assumptions. Thousands of individuals have marveled at its ability to "make concrete and real" the ambiguous task of bringing about change in schools.

systems THINKING systems CHANGING™

Systems Thinking, Systems Changing™ digs deeper into the change process in the education setting and introduces the complexity of diverse partners and organizational realities. The simulation introduces Peter Senge's Systems Thinking concepts, Continuous Process Improvement, and general research on teamwork, communication, and problem-solving in groups. Its design helps educators and partners of education create and sustain work environments that routinely use the tools of continuous improvement to realize their vision, enhance their chosen outcomes, and increase the effectiveness of all participants.

creating community CHANGE™

Creating Community Change™ digs deep into the change process for creating change in the community setting, including sectors such as government, non-profits, philanthropy, education, faith and community. The experience helps participants create and sustain change in their local communities, whether that change includes infrastructure, elected leaders, organizational process, or development. Anticipated availability late 2025.

LEARN MORE

To learn more about these simulations, or purchase your own set, click on this link: https://cairnguidance.com/systems-sims/