SYSTEMS CHANGE SIMULATIONS

cairn
The path to healthy schools.

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 two simulations for group experiences.

FACILITATION OF SYSTEMS CHANGE

Cairn Guidance brings over 15 years of experience facilitating system change with state education agencies, funders and grantees to:

- Effectively navigate and change complex systems
- Get unstuck by learning how to leverage change
- Understand complex processes in engaging, interactive ways

Community-based organizations, coalitions, philanthropy, state agencies, district and school organizations, and partners of these same audiences will benefit by participating in one of our two simulation experiences.

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!

The facilitation experience allows colleagues to participate in a simulated activity that builds team building and stronger communication.

LEARN MORE

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

making CHANGE™

Making Change™, aka "The Change Game", introduces participants to the concepts of change for individuals. 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 and organizations of all types.

systems THINKING systems CHANGING™

Systems Thinking; Systems Changing™ digs deeper into the change process and introduces the complexity of diverse partners and organizational realities. Building upon the foundational research in "The Change Game", it introduces Peter Senge's Systems Thinking concepts, Continuous Process Improvement, and general research on teamwork, communication, and problem-solving in groups. Its design helps organization members 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.