

01

# Capacity Co-strengthening to Bring About Systems Change (CorDesCaps)

Driven by a sense of urgency to drive lasting, equitable and inclusive systems change for communities, the CorDesCaps project explored, from 2018 to 2023, how 10 key capacities can help generate this transformation and how to co-strengthen them.

To generate learning, in addition to interactions with more than 200 people interested in the question of capacities, the project carried out experimentations with stakeholders directly involved in systems change. These experiments asked: What capacities make a difference? How can our actions be co-strengthened? How can we learn collectively to act on our systems? These questions guided the CordesCaps project, which built upon the curiosity and courage of the experimentation participants, the availability and intelligence of innovative support organizations, the generous commitment of field practitioners and the audacity and trust of financial partners. This report is for the curious, for those who seek to discover how to increase their capacities to change systems for a better collective future.



Discover the CorDesCaps project report! *(in French)*

02

# CorDesCaps at a Glance

## 1 PROJECT

engaged an ecosystem of people and organizations committed to change for more equitable, inclusive and sustainable systems.

## 1 GREAT EXPERIMENT

an open diagnostic process to deepen systemic ties, and 4 experimentations that called on an ecosystem of people and organizations committed to change for more equitable, inclusive and sustainable systems.

## MORE THAN 200 PEOPLE

engaged in on-the-ground actions, as well as in support roles.

## 1 CONFIRMED HYPOTHESIS:

# WE CAN HELP CHANGE OUR SYSTEMS BY CO-STRENGTHENING CERTAIN KEY CAPACITIES

## 1 KEY IDEA:

# WE ARE THE SYSTEMS AND THE SYSTEMS ARE WITHIN US

DISCOVER ON THE FOLLOWING PAGE

## 6 PRACTICAL TOOLS

contributing to systems change

## 4 EXPERIMENTATIONS

to learn about key capacities and systems change

## 10 KEY CAPACITIES

to strengthen collectively

## 4 PODCAST EPISODES

to promote the dissemination of learnings

# THE 6 TOOLS

## 01 10 KEY CAPACITIES

- 1 Fostering inclusion
- 2 Building bridges
- 3 Critical thinking from an ethical perspective
- 4 Navigating power dynamics
- 5 Communicating with empathy
- 6 Learning collectively
- 7 Acting in an ecosystemic way
- 8 Dialoguing in complex situations
- 9 Mobilizing knowledge
- 10 Developing Systems Awareness

## 02 BINGO!

### CAPACITY BINGO

A game to appropriate the 10 capacities *(in French)*



## 03

### 10 CAPACITIES TO GO

An animation tool to put the 10 capacities into practice *(in French)*



## 04

### OPEN DIAGNOSTIC GUIDE (OD)

A process for those accompanying collective approaches and aimed at identifying the sources of a systemic tie and ways to untie it. *(in French)*



## 05

### THE ICEBERG

A complementary tool to the OD to identify levers for action on systems *(in French)*



## 4 EXPERIMENTATIONS

### The Front commun pour la transition énergétique (FCTÉ)

has developed and tested a decision-making process based on decision by consent. The experimentation allowed them to clarify the decision-making paths of the coordination committee / board of directors for strategic and operational issues.

### Cyclistes Solidaires

mobilizes volunteers offering bike delivery services to ensure food security in Montreal. The group decided to offer optional remuneration for tasks essential to their operation. Their experimentation involved the development of a new remuneration model consistent with their values, adapted to needs and ignoring standard models.

### The Fondation Nouveaux Sentiers

recently established an Indigenization Social Innovation Lab whose mission is to find innovative solutions to address issues affecting First Nations youth, including inclusion in governance systems. The Laboratory experimented with the integration of a circle of youth within the Laboratory itself.

### The Regroupement des organismes communautaires autonomes jeunesse du Québec (ROCAJQ)

conducted an experimentation to change the nature of its dialogue with political actors and increase opportunities to influence public and government perception, by building on greater recognition of the expertise of the organizations it represents.

## 4 PODCAST EPISODES

released in spring 2023 with the aim of sharing learnings with a broader audience.