

Inclusive Policy Making in Grey Zone Change

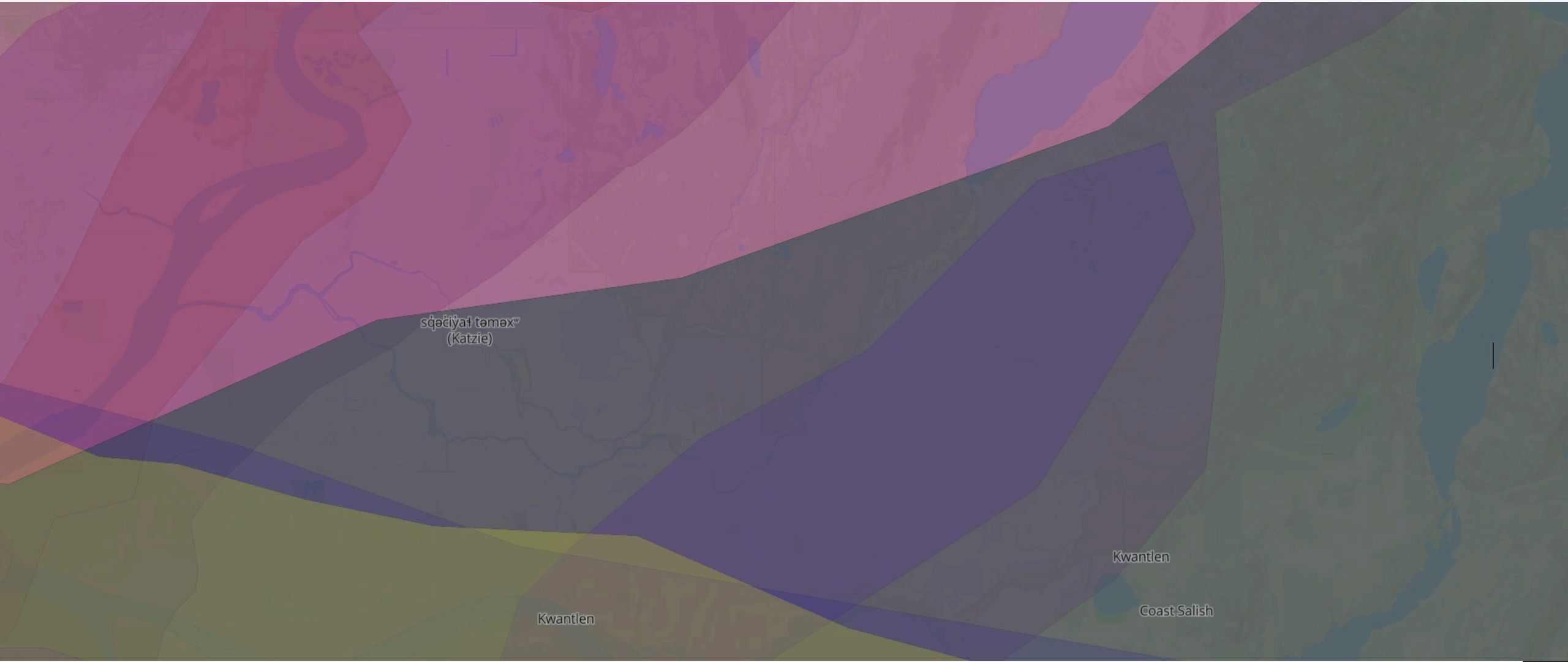
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SLD Consulting Inc.

Our home on Native Lands...



What does Inclusive Policy Making mean to you?

Inclusive Policy-Making in Grey Zone Change



- Grey Zone of Change as the space in-between an existing system (System A) and an emerging or envisioned one (System B) *that is undefined and unknowable.*
- Complexity at the edge of chaos

Grey Zone Change

1. Transformation is required in the way people work, think and behave.
2. There are plenty of questions.
3. There are no clear answers.
4. There are new things to consider regularly.
5. The end goal and/or solutions to get there are unknown.
6. Processes and progress are emergent.
7. Many people are involved.
8. Everything seems chaotic.

VUCA

Adaptive challenges

Seismic shifts

COVID-19 Pandemic

Diversity, Equity, Inclusion

Systemic Oppression

Wicked problems

Decolonization

Civil and social unrest

Systems change

complexity



Sub-Zone of Transition
Sub-Zone of Learning & Synthesis
Sub-Zone of Group Development

Listen Deeply (transformational listening)

Ask Powerful Questions (transformational questioning)

Co-create Actions

What will this require of you?
What, So What, Now What?



Sub-Zone of Transition
Sub-Zone of Learning & Synthesis
Sub-Zone of Group Development
Sub-Zone of Possibility and Courage

1. Change your assumptions
2. Understand GZC dynamics
3. **Listen deeply**
4. **Ask powerful questions**
5. **Co-create actions**



Implications for Inclusive Policy-Making?



Thank you!

My Why

To inspire leadership action so that people and groups can achieve & exceed their highest positive change aspirations.

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Linkedin: <https://www.linkedin.com/in/yabome/>

Amazon: <https://www.amazon.com/author/yabomegilpin-jackson>

Download Grey Zone Change Workbook: <https://sldconsulting.org/grey-zone-change/>

Grey Zone Change blog posts:

- [Grey Zone Change and Calm Leadership](#)
- [What is the Grey Zone of Change?](#)
- [Working, Leading and Facilitating in the Grey Zone of Change](#)
- [What gets in the way of success in the Grey Zone of Change](#)

Grey Zone Change video:

- [Living Leading and Facilitating in Grey Zone Change](#)