



# Four Shifts Activity Pack

Descriptions and and instructions for the activities and games practiced at  
the Four Shifts event held in Eastbourne in November 2023

# About the Pack

The activities and games included in this pack were put together by the Four Shifts Co-Design Group. Some appear in various forms in other places so we are not claiming to have invented them, but they were adapted and redesigned for use at this event. The Snakes and Ladders game was created for this event with fantastic creative input from our co-design group. We think each of the activities could be useful in all kinds of events and settings and wanted to share them.

## The Co-Design Group

- Fenya Sharkey – Compass Community Arts
- Sherry Clark – Transition Town Hastings and Gardening Our Streets
- Lizzie Lower – Hospitable Environment
- Eleanor Johnson-Bullock – Hospitable Environment
- Miriam Wilkinson – Care for the Carers
- Veronica Kirwan – East Sussex Community Voice
- Paul Rideout – East Sussex County Council
- Kay Muir – NHS Sussex
- Laura Heales – Action in Rural Sussex and Making it Happen
- Angie Greany – Sussex Community Development Association and Making it Happen
- Ellen Care – Collaborate CIC

**With thanks to Compass Community Artists who created the beautiful materials:**  
**[www.compasscommunityarts.co.uk](http://www.compasscommunityarts.co.uk)**





# Event Activities

**Touching Base:** sharing dreams and gifts for social transformation

**The Ripple Effect Game**

**Postcards from the Future** – a message from your future self

**Goody Bags** – sharing gifts

**The Lone Nut and the First Follower** – video

**Snakes and Ladders!** – how to play



# Touching Base

This was our warm up activity. Our aim was to encourage participants to connect with their motivation for being at the event and to set an asset based mindset early on.

The activity was also an opportunity to encourage participants to make connections and to start to build relationships with others in the room.

The activity is described on the next slide.



# Touching Base



Turn to your neighbour and each share a significant moment that led you to be in this workshop. Share your dream for social transformation.

Remember to listen deeply to your neighbour.

Sit for a moment and think: aside from money, what assets might you have access to that will help your neighbour realise their aspiration?

This might be a reference to an article, a story, or an idea, or it might be a contact or an insight into the potential for collaborating with each other in the future. It could be encouragement or support – or anything at all.

# The Ripple Effect Game

There are a number of versions of this game. We took the following description from the British Columbia Health Quality website in their Activities for Transforming Teams and Igniting Change section (<https://attic.bcpsqc.ca/cards/ripple-effect/>)

“This activity demonstrates how you can have a system-wide effect by touching only one element in a system. Sometimes, in isolation, it can be difficult to see that everything we touch has the potential to cause a ripple effect throughout our system. As you embark on your journey of change and transition, what are the implications for the system you work in?”



# The Ripple Effect Game

Everyone is given a number and stands in a circle. Participants are asked to secretly identify two people who will be their reference points – when asked to move, everyone must keep themselves equidistant from their two reference points.

Ripples are introduced – certain people are moved or asked to remain static – to illustrate the impact on the wider system. The exercise illustrates the concept of leverage points through concrete changes made to the group's structure when one person is moved.

“Small changes can produce big results – but the areas of highest leverage are often the least obvious.” *The Fifth Discipline: The Art & Practice of the Learning Organization, Peter Senge*

# Post Cards from the future

The aim of this activity was to encourage space for personal reflection and to digest the different perspectives participants had witnessed throughout the day. The objective was to encourage everyone to consider how they might translate learning into action and to capture commitments that might build towards shared accountability.

Participants were asked to choose a post card that spoke to them from a wide selection of designs. They were invited to write a message from their future self perhaps using the following prompts:

**Here in 2033 things are...**

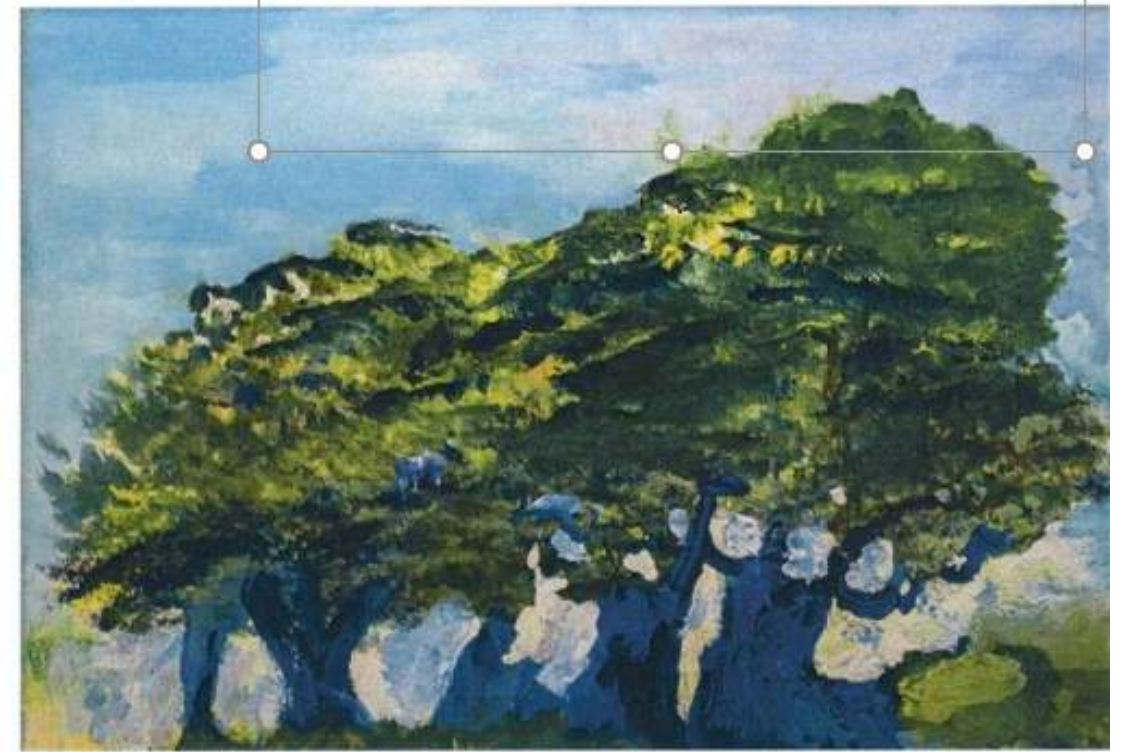
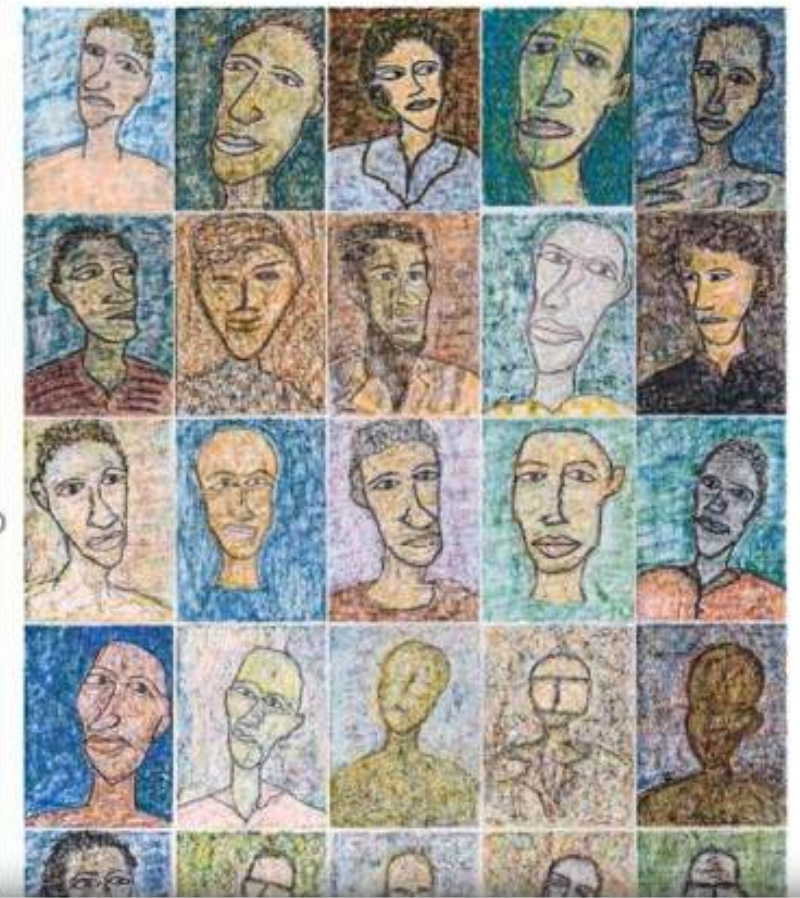
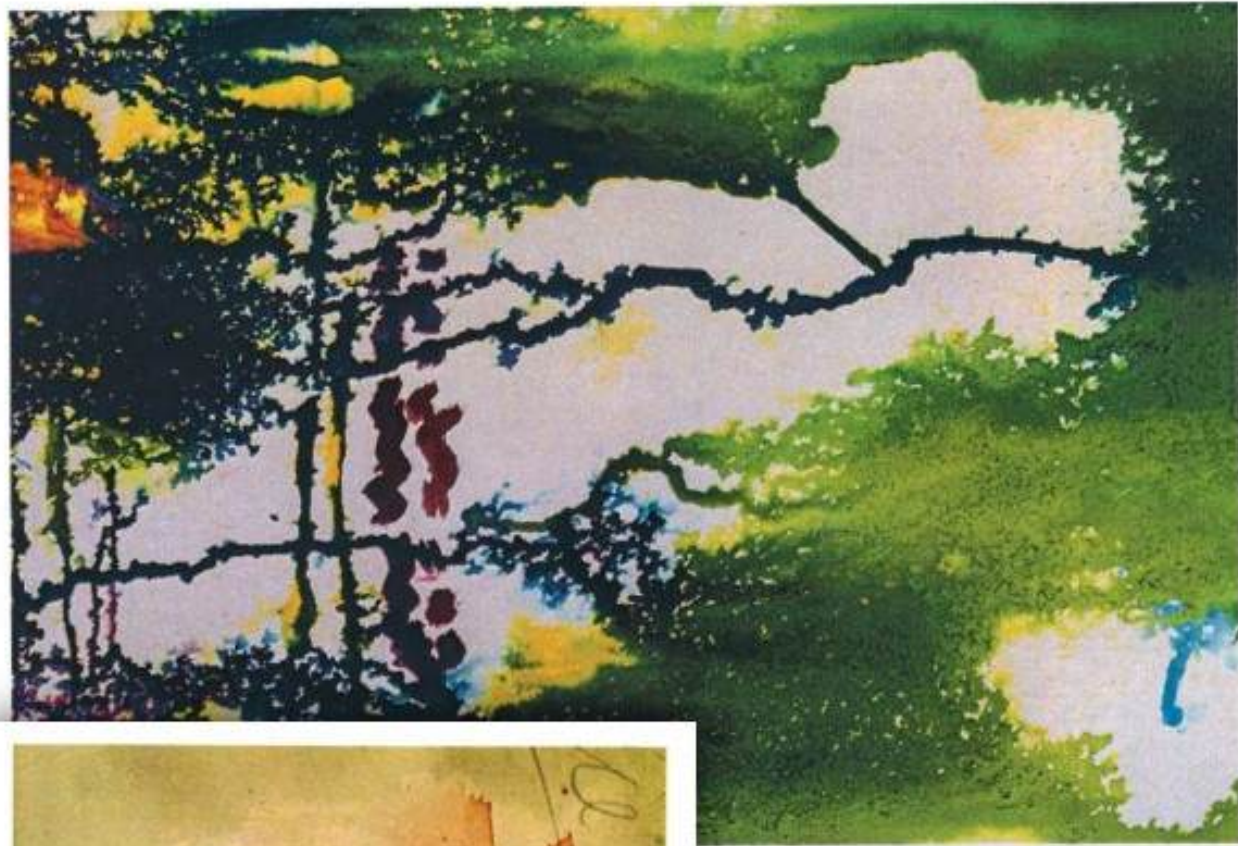
**We've been able to... because we...**

**People in the community tell me...**

**I'm proud that I...**











Here in 2033  
people in East  
Sussex feel pride  
in their communities  
+ tell me they  
feel valued +  
supported. I'm proud  
that I helped  
build that by  
taking an asset based

approach in the  
work I did -  
not designing the  
solutions for the  
people but  
listening + supporting  
them to design  
them themselves

A stylized, handwritten signature in black ink, appearing to be "L. M." or similar.

# Goody Bags

This was a lovely way to close the event as we started by focusing on sharing assets and gifts. Participants were invited to take a good bag post card and to use it to share a gift to someone they met at the event. For example:

- An offer to connect and your contact details;
- A suggestion for a resource they might find helpful
- A story or example of a project from the community or a service they might find it useful to know about words of support or encouragement
- Something else completely







# The Lone Nut

We closed the event with a short video from YouTube by Nikos Jason and Troy Fakaro which was entertaining but with a serious message. The aim was to finish on a hopeful note and to encourage continued connection.

**The Lone Nut and the First Follower = a movement!** Find it at: <https://www.youtube.com/watch?v=256eKjULdgQ>



*Leadership lessons from dancing guy*

# **Snakes and Ladders**

## **How to Play**



# Snakes and Ladders – Aim of the Game

**To create opportunities for connection and conversation, that spark learning and insight for participants**

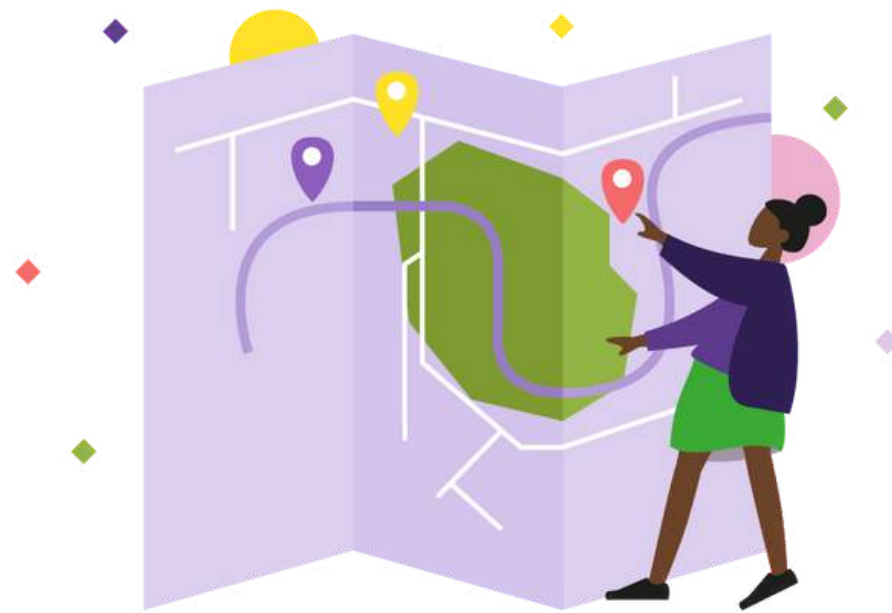
1) To encourage people to share and listen to different perspectives

2) To explore with others:

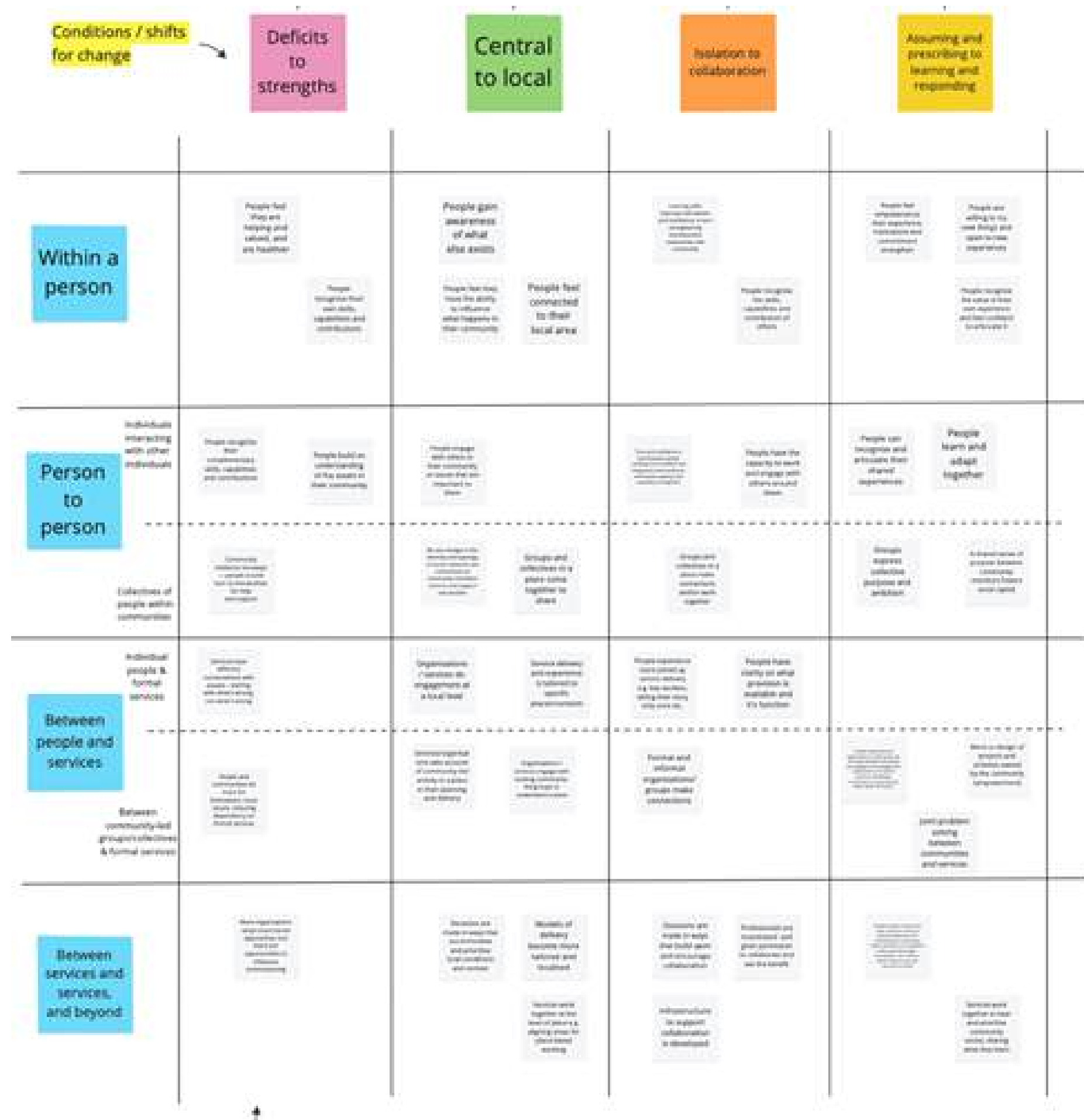
- What we're aiming for
- The steps that will enable us to get there
- The enablers and supports we're encountering or need
- The barriers/challenges we're encountering or fear

# Snakes and Ladders – The Four Shifts

The Snakes and Ladders board aligned with the Four Shifts framework developed by Collaborate through work with the Making it Happen programme. The Framework describes four system shifts which asset based ways of working can support and is described and explained in the event report, but a summary illustration is included on the next page.







# The Four Shifts

The key components of the framework are:

- The four shifts (along the top)
- The four levels (down the side)
- The indicators (on white squares in the boxes)

# Snakes and Ladders – How to Play

- 1. Form a team of 6 – 8 people** who represent a mixture of different sectors, organisations and perspectives
- 2. Identify a 'scenario' to explore together**
  - Drawn from your dreams and hopes for social transformation from the check in exercise, or it could be from a real life challenge you are keen to resolve
  - One shared scenario to work on collectively
- 3. Discuss together: what it would look like if things were the best it could be?**
  - What would it look and feel like? What would be different – for individuals, communities and services? Be specific and give tangible examples where possible
  - Write your ideas on the '**vision' frame card** and set them out at the 'end' of your game-playing space

# Snakes and Ladders – How to Play

## 4. Discuss together: what are the steps to getting to that vision?

- Create your stepping stones
- If needed, use the Four Shift prompt cards to help you identify the stepping stones

## 5. Discuss together: What are the snakes and ladders on the journey?

- **The Ladders** – The enablers that already exist or things that would help support this shift but maybe don't exist yet
- **The Snakes** – the challenges or barriers that are holding you back from taking these steps, or making it hard to achieve the vision
- Be as specific as possible, with real examples where you can

## 6. Ask a facilitator to take a photo of your game



# **Snakes and Ladders Materials**



# The Materials

On the following pages you will find the materials needed to play the Four Shifts Snakes and Ladders game. This includes:

- **Vision Card** – use this card to share the vision, transformation or scenario your group has agreed on
- **Stepping Stone cards** – you will need a set of these (we provided 10 for each group) to identify the steps needed to achieve your vision. We've included two designs.
- **Prompt cards** – each group has a set of these. They can be used or not and are to help the group get started if needed.
- **Snake cards** – (5 per group) these are to note the challenges, barriers and blocks. There are two designs to choose from.
- **Ladder cards** (5 per group) to identify the enablers which are present or which might be present.













## **From assuming and prescribing to listening and responding**

- Where have you experienced good listening? What was it like?
- How are thoughts, ideas and concerns shared in your workplace or community?
- How can we ensure the people who need to hear what needs to be heard do hear it at the right time?
- What capacities and skills could be learned or strengthened to make this shift?
- What do we need to stop doing that will help the shift?

## **From central to local**

- Where have you seen examples of local solutions emerging in response to big challenges? What was it like?
- What qualities and behaviours were present in exploring and developing solutions?
- How can we contribute to strengthening people's agency to influence their local area?
- What capacities and skills could be learned or strengthened to make this shift?
- What do we need to stop doing that will help the shift?

## **From deficits to strengths**

- Where have you seen strengths and gifts being valued or used well? What was it like?
- How can we contribute to making strengths and gifts more visible in our local systems?
- What kind of tools, tips & techniques could you recommend for identifying and building on strengths and assets?
- What capacities and skills could be learned or strengthened to make this shift?
- What do we need to stop doing that will help the shift?

## **From isolation to collaboration**

- Where have you have you experienced working from shared values? What was it like?
- How could you identify and build from common ground?
- What kind of actions and activities might encourage more collaborative mindsets and behaviour?
- What capacities and skills could be learned or strengthened to make the shift?
- What do we need to stop doing that will help the shift?









