



The Possibility Partnership overview

The power and potential of “meeting in the middle”

June 2024



“Rising to the challenge of fixing an existing system and **exploring the possibility of creating a new system** are different undertakings. The first is about optimising what exists, the second is about **creating something different and better.**”

Charlie Leadbeater & Jennie Winhall; Building Better Systems

TPP In brief



THE
POSSIBILITY
PARTNERSHIP ▶▶

Creating new possibilities for people,
families and communities,
through building
healthier systems, together.

Who?

The Possibility Partnership (TPP) is a CEO-initiated collaboration that commenced within the NFP sector and is actively building relationships across **communities, governments, philanthropy** and **business**.

Why?

Our social systems are increasingly stretched, and find it difficult to respond to people with complex and intersecting experiences of disadvantage. TPP exists to help **create new possibilities** for people, families and communities.

How?

TPP has a focus on shifting the systems that impact people's lives. To us, this means working at the level of **purpose, power, relationships** and **resource flows** – the deep forces that shape system outcomes. Our belief is that healthy systems need to be designed and constantly evolved through participation by actors at all levels - on the ground, in the rules and everywhere in between.

TPP members are committed to working alongside others to experiment, learn and work on systems together, through "**meeting in the middle**", and to changing themselves in the process.

Creating Change through Collaboration

The Possibility Partnership (TPP) is a CEO-initiated collaboration that commenced within the NFP service sector and is actively building relationships across communities, governments, philanthropy and business.

Founding and contributing members of TPP include:



54 Reasons (Save the Children):
Matt Gardiner, Simone Gianelli



Benevolent Society:
Lin Hatfield-Dodds,
Kelly Bruce



Brotherhood of St Laurence
Working for an Australia free of poverty

Brotherhood of St Laurence:
Travers McLeod,
Zeah Behrend



Foyer Foundation:
Liz Cameron-Smith



Life Without Barriers:
Claire Robbs (Convenor),
Servena McIntyre, Tabatha Feher



Mission Australia:
Sharon Callister,
Marion Bennett



The Smith Family:
Doug Taylor,
Wendy Field



Uniting NSW.ACT:
Tracey Burton,
Tammy Pararajasingham



Wesley Mission:
Reverend Stu Cameron

Also supporting the formation of the partnership through their roles in the Driving Group, have been:

- Adam Jay
- Lucia Boxelaar
- Martin Stewart-Weeks
- Morgan Cataldo



Change is needed, to enable more people to thrive

Over the last thirty years, a combination of ideology, institutional design, policy decisions and patterns of funding and contracting have made it increasingly difficult to help people and communities find the long-term solutions they need to thrive and live their best lives. In too many cases, the gap is getting wider. We can start to turn that around...

From the status quo where:

People with complex and intersecting experiences of disadvantage are left behind

People are defined by the problems they experience and deficit mindsets are the cultural norm

Data collaboration is hard and underutilised

Fragmentation between federal, state and service delivery agencies create a difficult service landscape for individuals to navigate

Services and programs are transactional and short-term and high contract turnover undermines trust and legitimacy of services with community

We take a narrow lens of formal service delivery and programs

To a future system that:

Delivers better outcomes for everyone, moving beyond engrained, generational disadvantage

Adopts strength-based mindsets and promotes dignity and agency for individuals

Is grounded in shared evidence and data

Makes it easy for individuals to find, navigate and engage the support they need, regardless of how and where it is funded and run

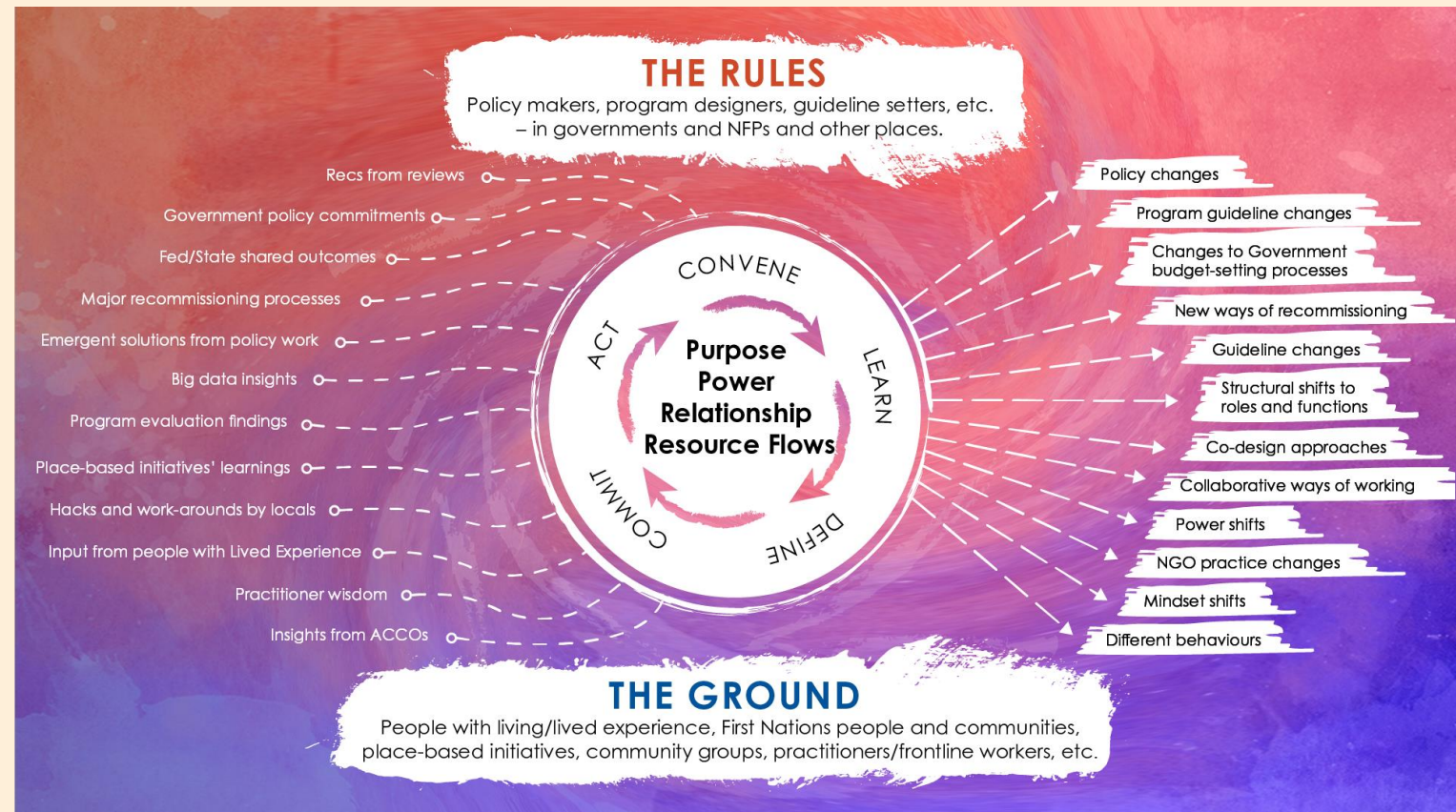
Recognises the centrality of relationships and encourages the growth of social capital through enabling stable, long-term approaches

Integrates the formal and informal services that are the right fit for each individual

The systems challenge of driving change

To date the investment in innovation of the human services system has **not led to sustained systemic change** through either significant transformation of existing, mainstream services, or through sufficient scale of alternatives.

- Often, great results “**on the ground**” are not absorbed into business-as-usual design and practices at the point where policies, rules and guidelines are made.
- Similarly, innovations from people “**in the rules**” are often not translated effectively into day-to-day practice.
- The Possibility Partnership was founded upon the aim to ‘**meet in the middle**’ - convening people from the **Ground**, in the **Rules**, and in between, based on deep listening, co-creating solutions and driving action.
- The work we do together “in the middle” should focus on shifting the **conditions** that lead to current system outcomes



Four keys for systems change

Drawing on previous research, consultations, and the work of Charlie Leadbeater and Jennie Winhall, TPP uses a framework built around **four keys**, to understand and change complex social systems

Purpose



What and who a system is for.

It can be explicit, implicit, common or contested.

Power



The ability to make things happen, or to create change.

It can be drawn from role, status, expertise or personality.

Relationships



The patterns of interactions between parts of a system

Changes in relationships can often unlock change in other areas.

Resource flows

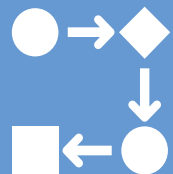


The way money, people and information move through a system.

Including understanding the incentives that drive these flows.

Our TPP Strategic Priorities

Translating Theory into Action



Work on ourselves and 'walk the talk'

We acknowledge our own role in the current state. We will support and challenge each other to evolve, and walk the talk of TPP's vision, principles and strategy. This includes operational change and extends into the space of purpose, culture, capability and mindsets. We will 'work in the open' and share the journey with others.



Meet in the middle, to shift systems

TPP will develop partnerships with places, practitioners, innovators, governments and systems changers, to learn more about what works, what doesn't, what barriers exist and why. We aim to connect the wisdom and expertise of those working on the ground with the places and processes where the rules of the system are set, to explore and shift systems together.



Learning systems and networks

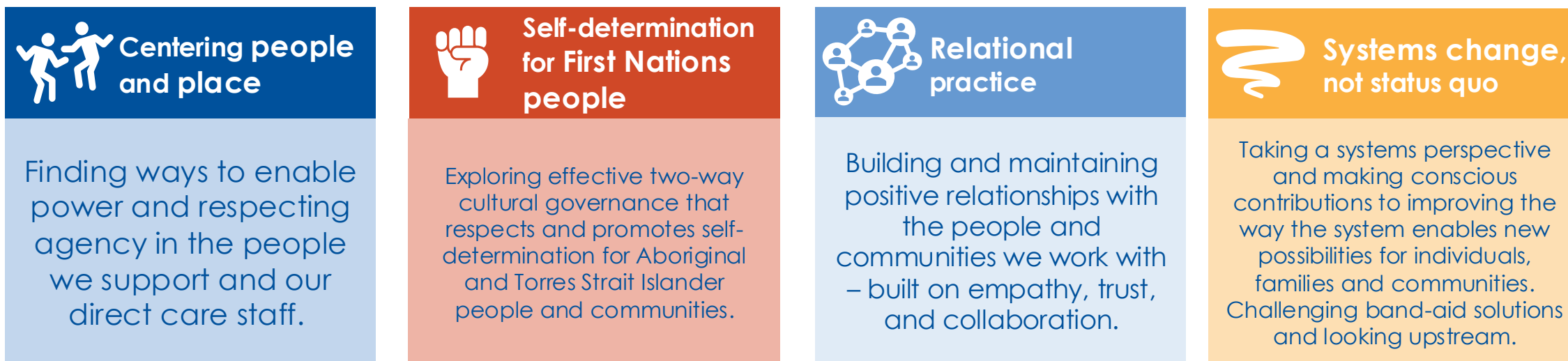
We will learn much in our engagement with places and key agendas. We commit to making sense of, capturing, and sharing widely what we learn through evidence and narrative as part of a learning community



Walking the Talk

Members of the Possibility Partnership make up a significant part of the services system – if we're serious about working on the system (and we are) then we must be equally serious about working on ourselves.

Over time, our understanding of the changes we need to make will evolve and grow. As we get started, we have identified four connected priorities for learning and action.



We know we don't have all the answers, and so we are committed to working and learning together and sharing what we learn along the way.

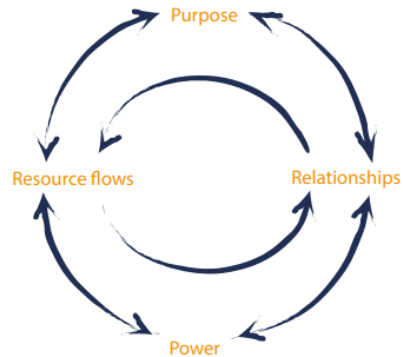


How we will go about our work

The "how" is as important as the "what"

Focused on systems

When we talk about change, we are willing to tackle the deep-rooted and entrenched conditions that lock systems in place today. The Possibility Partnership commits to engaging in the deep work needed to address these at every level.



From "Building Better Systems"; Charles Leadbeater and Jennie Winhall, 2020.

Collaboration & partnership

We are not alone in this work – many others are working hard across many different parts of the system. We do not wish to speak for, or to duplicate the work of, others; nor do we wish to create new parts of an already complicated system. We aim to find and work alongside others who are leading change today, in community, service, government, philanthropy, academia and elsewhere.



Critically, we must ensure that our work in systems remains grounded and meaningful. Partnership with people and places will be foundational to our work.

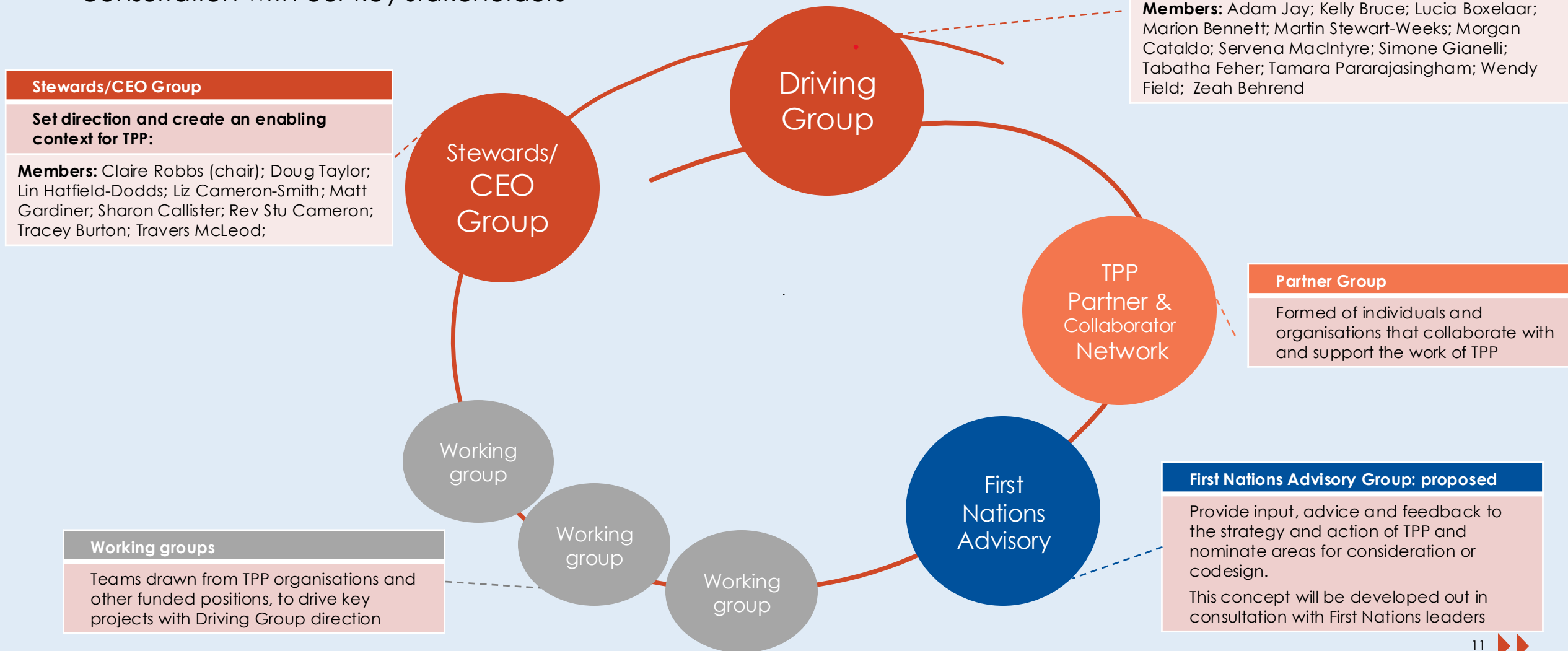
Experimenting & learning

In many areas, there is good evidence for what works, and in these cases, we should seek to do more of it. In many other areas, to create possibility, we must be willing to try something new. This will be especially true for the different ways in which we can come together "in the middle" to work on systems together. Through the work of TPP we commit to turning theory into action, acting on what we learn, iterating and improving our work so that it benefits people and communities. We also commit to capturing and sharing what we learn, so that others may also be able to benefit from the work.



Our leadership and governance

Our governance will continue to change and evolve over time and in consultation with our key stakeholders





Thank you!

For more information, please contact:

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