

From Becoming a Changemaker to Advancing Institutional Change

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OPENING POLLS

How comfortable are you with change?

How satisfied are you with the change happening in your institution (especially around DEIA)?

Open Discussion

Workshop Overview / Agenda

What is the change you want to see happen?

- Individual Reflection + Share

Moment of Care

What are your personal core values driving that change?

- Breakout Rooms + Share
- Strategies for Clarifying Core Values

Moment of Rest

How can I expand this change beyond myself to my institution?

- Rethinking Organizational Structures
- Building a Community of Change

What is the change you want to see happen?

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THE ACTUAL

The situation
you're dealing
with right now
(pre-change)

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THE DREAM

Envision the best future that
could happen if you make that
change a reality

“If the best were to happen...”

What is the change you want to see happen?

THE ACTUAL

The situation you're dealing with right now (pre-change)

CHANGE WITHIN REACH

adjacent possible

Opportunities at the edge of our current system that allow us to create something new

small is big

Making changes to daily routines & practices can have large impact in the bigger picture

THE DREAM

Envision the best future that could happen if you make that change a reality

“If the best were to happen...”

Moment of Care

Invitation to practice a brief moment of guided breathing and body awareness.

**experiment with rest as
power.**

The Nap Ministry
Founded in 2016

What are your personal core values steering the drive for change?

Why do we, as individuals, want to make this change happen?

What is the importance of self-inquiry and self-examination?

BREAKOUT ROOM DISCUSSIONS (15 min)

Do you have a clear set of personal core values?

How have you identified these?

Where/who do they come from?

Do you feel a need to spend more time reflecting on your core values?

SHARE OUT

Strategies for Clarifying & Practicing Your Values

Standards of Integrity

(Maria Nemeth)

1. Make a list of people you admire
2. Write down a list of the qualities you admire about each of these people
3. Circle words in this list that resonate strongly with you

Seven Homecomings

(Lama Rod Owens)

Spend time reflecting on the circle of care & support around you

- Teachers, mentors, elders, ancestors
- Writings, books, texts
- Communities of support

Check In With Yourself

How are you staying connected with your core values?

How are you doing when it comes to practicing your core values?

When are you struggling with this, & feeling challenged?

Develop a habit of leading from your heart, risks & consequences be damned!

Moment of Rest (10 min)

Mute your audio & video (stay on the Zoom meeting).

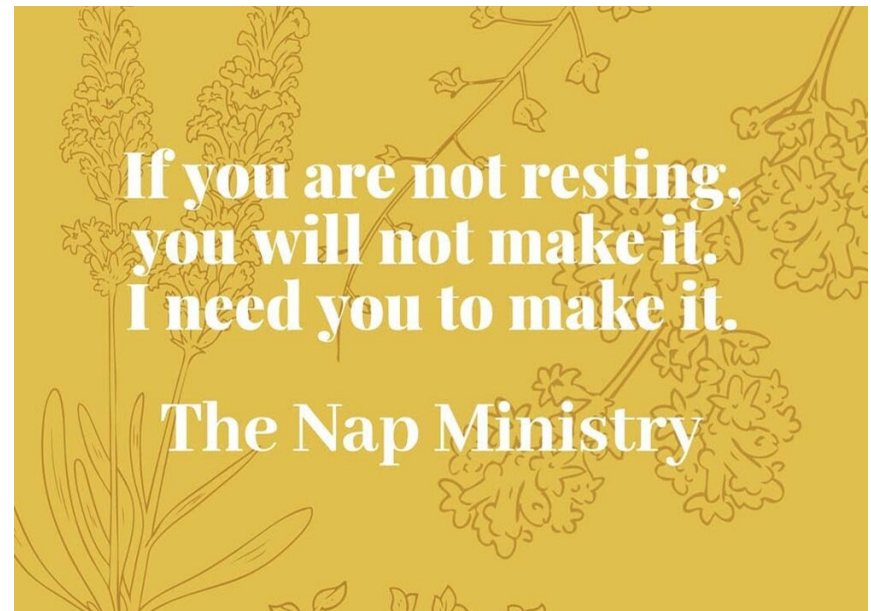
Take a few minutes to rest, reset & refresh.

Don't check your email. Seriously.

Close your eyes.

Take a few deep cleansing breaths.

We'll reconnect shortly.



Expanding Change Practice Beyond Ourselves

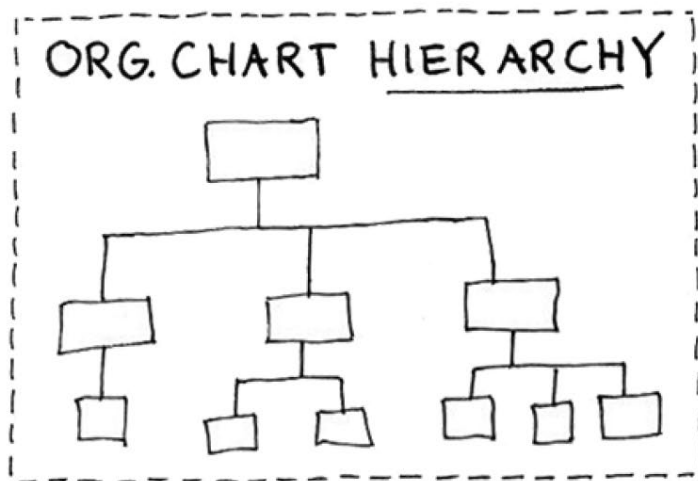
How do we address the tension between our own passion for change & our institution's overall reluctance to change?

Are you ever impatient with the pace of change within your institution?

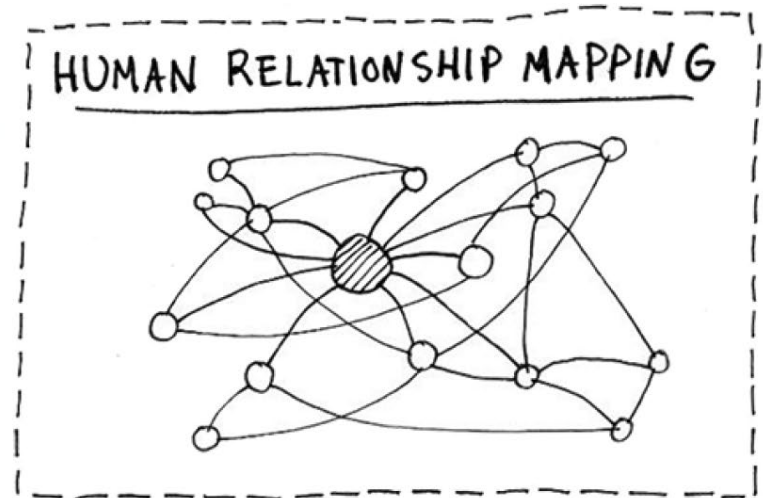
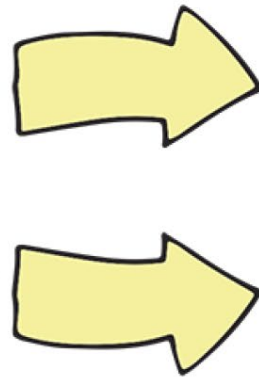
Rethinking Organizational Structures

What is your position within the power structures of your org?

How can we map and re-map those structures?

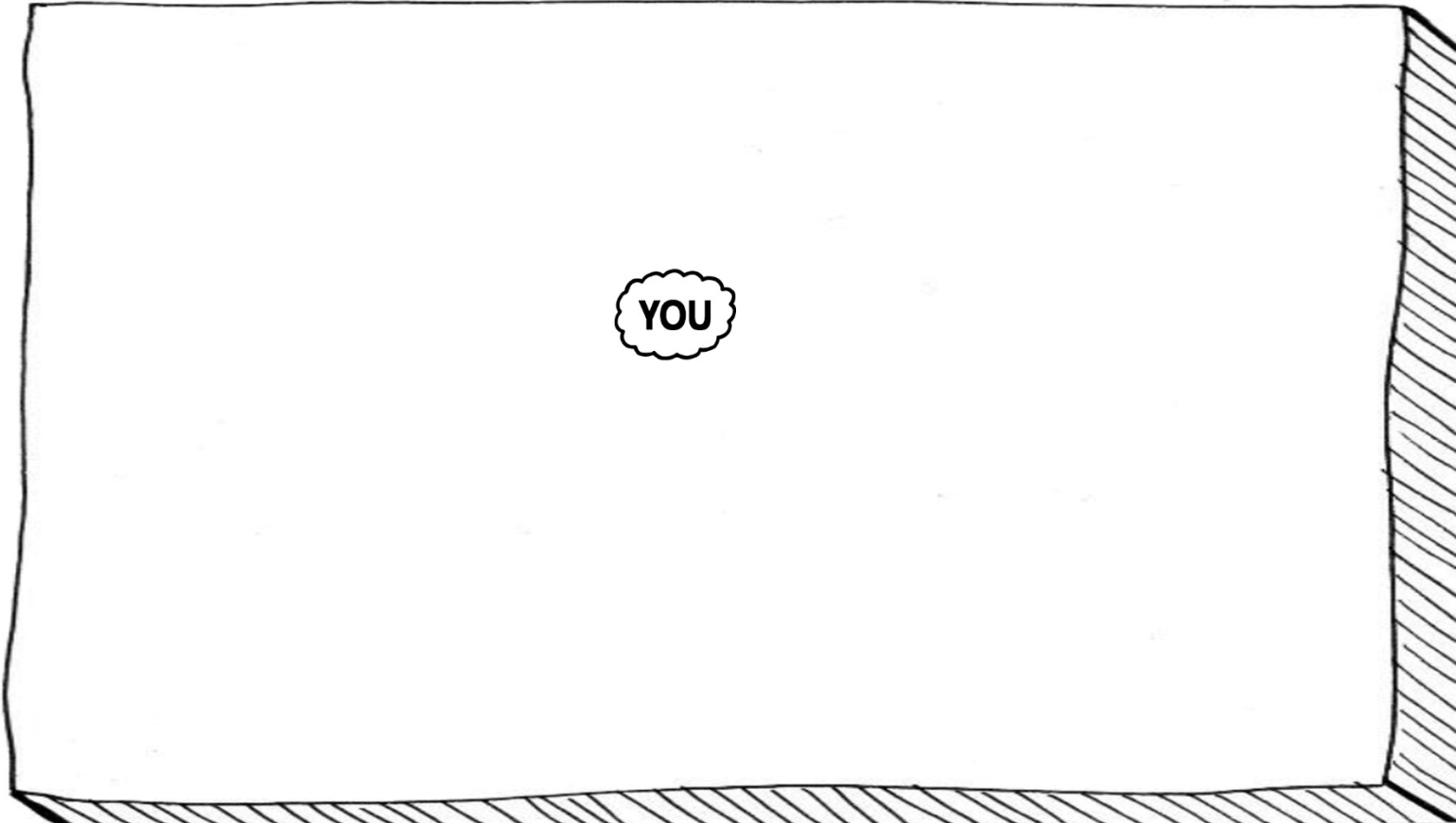


emphasizes power & rank



emphasizes connection

TRY THIS: Use a sheet of paper to practice mapping your org based on connection, relationships & collaboration.



POLL:

When fighting for change in your institution, have you ever felt alone?

Open discussion

Building Your Community of Change

Across departments, at all levels, beyond institution, outside field

Create spaces for coming together around change (and core values)

Be intentional about those in your community of change (talk about it)

Grow your community of change – bring in new superpowers

Reconnect with relational mapping in your org

Resource Share

adrienne maree brown, *Emergent Strategy* (2017) & *Holding Change* (2021)

Lama Rod Owens, *Love and Rage: The Path of Liberation Through Anger* (2020)

Kazu Haga, *Healing Resistance: A Radically Different Response to Harm* (2020)

Jerry Colonna, *Reboot: Leadership and the Art of Growing Up* (2019)

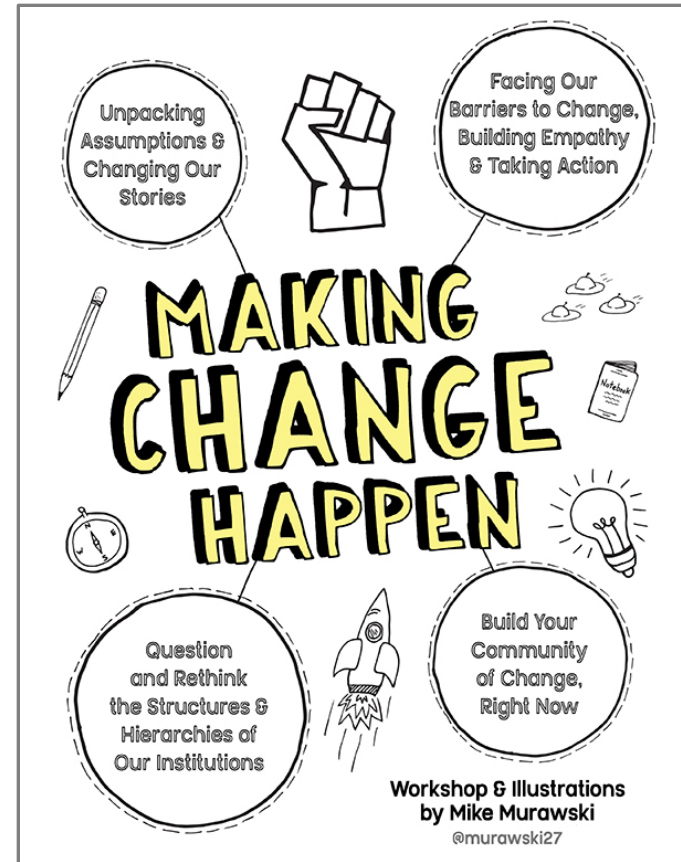
Robin Wall Kimmerer, *Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants* (2013)

Pema Chodron, *When Things Fall Apart* (1997)



“Making Change Happen” Workbook

SHARE LINK TO PDF



Key Learnings & Burning Questions

Chat: Share one thing you learned in this workshop, and one burning question you have

Thank you!

**Keep these conversations going,
and take actions within your own
institution to make change happen!**