Embracing Complexity: Leadership Lessons from 21st Century Governments

Kommune 360 Festival
June 12, 2024

Flow

1. COMPLEXITY ON THE BRAIN
2. GOVERNMENTS' RESPONSES
3. CASE STUDIES: INNOVATION
4. Q&A
5. INTERACTIVE ACTIVITY

Apolitical's mission is to build 21st century governments that work for people and the planet

Certified B Corporation

We have a unique government community

Used by a **quarter of a million** verified public servants in 160 countries to

- Find and share best practice
- Develop 21st century skills with online programs

21st century
22nd century

Challenges
Opportunities

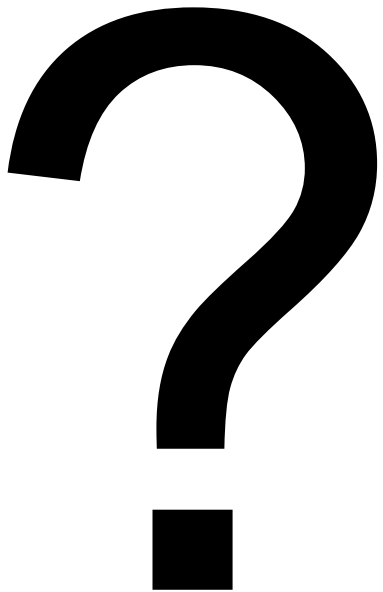
- 18th century politics
- 19th century governments
- 20th century technology

Beginners Mindset

Complexity on the brain

- Fatigue, increasing distractions and **reducing thinking agility**
- 90% of individuals experience cognitive effects when overwhelmed
- **75% struggling with problem-solving**

Attention Span



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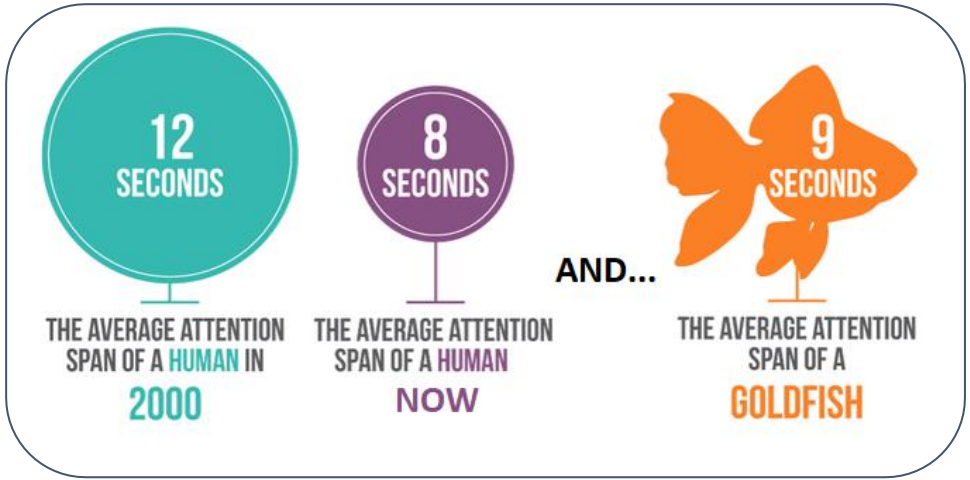


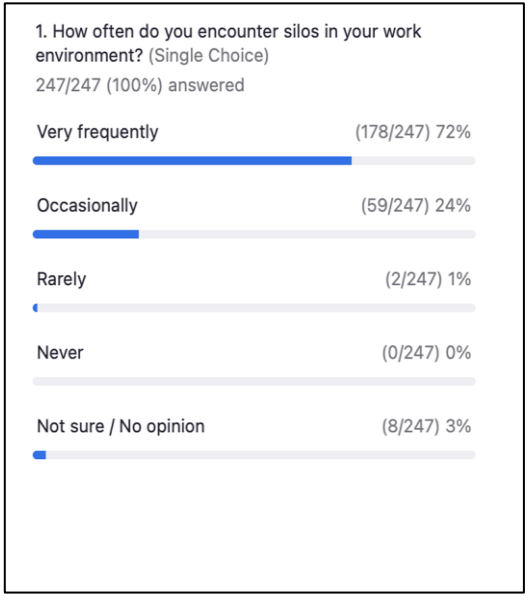
7 ways governments are adapting

1. Center of Government Approach

By **Martin Alessandro**, Queen Mary University of London & **Ray Shostak,** Director of General Performance and Head of UK Prime Minister Delivery Unit

2. Systems thinking

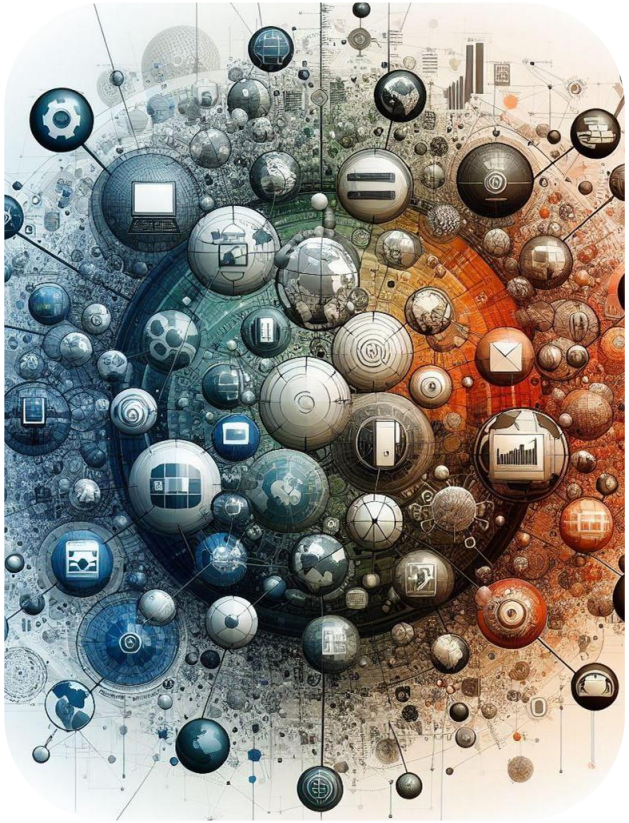
3. Silo-busting



4. Sphere of influence

“I want everyone to think, ‘Within my sphere of influence, what can I do to have meaningful participation with communities’ on the basis that sustainability happens in a place. It doesn’t happen in the transport sector, the defense sector, the education sector, or the health sector. Because we don’t live in those sectors - they’re arbitrary distinctions.”

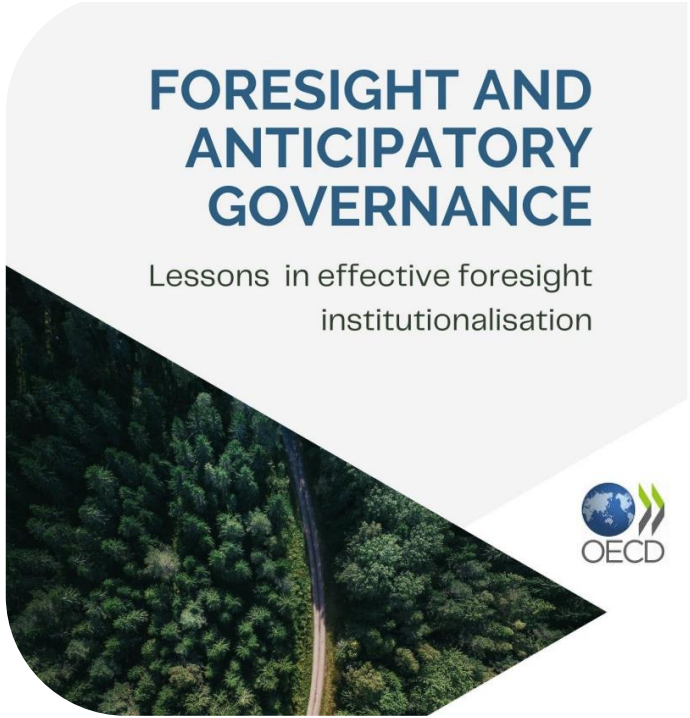
Public servant working in climate and health



5. Multi-solving via “Co-benefit thinking”

6. Increase mainstreaming of citizen engagement

7. Foresight Units



3 Innovation Case Studies

Streamlining Child Adoption with Blockchain Technology (Malta)

Problem

- Physical mailing of numerous documents.
- Time-consuming, prone to errors, and poses security risks.
- Delay in the placement of children into permanent homes.

Streamlining Child Adoption with Blockchain Technology (Malta)

Solution

- Blockchain to enhance security, minimize errors, and safeguard the interests of children.
- Greater peace of mind for families and ensuring quicker, more reliable adoptions.

Jopo (Finland)

Problem

- Some students lack motivation and run a high risk of being excluded from secondary school.
- They don’t get motivated by the traditional teacher-led learning.

Jopo (Finland)

Solution

- ‘Jopo’ is the acronym for Flexible Basic Education in Finnish)- a program intended for 9th graders (sometimes 7th and 8th).
- Four cornerstones: small group learning, on-the-job learning, different learning environments, and close cooperation with the guardians.
- Reduced dropout and 90% of students improve their school performance.

Learning Passport (Poland)

Problem

- Increasing number of Ukrainian refugee children in Poland necessitates that many teachers improve their skills in multicultural communication.

- Diagnosing and reacting to difficult emotions, and recognizing situations requiring specialized interventions.

Learning Passport (Poland)

Solution

- In 2020, UNICEF and Microsoft launched the Learning Passport to provide education for displaced and refugee children worldwide.
- Poland is now the first country to launch a version specifically tailored for teachers.
- The platform has free courses in Polish, Ukrainian, and English.

Yes

Allegheny Family Screening Tool (Allegheny County, USA)

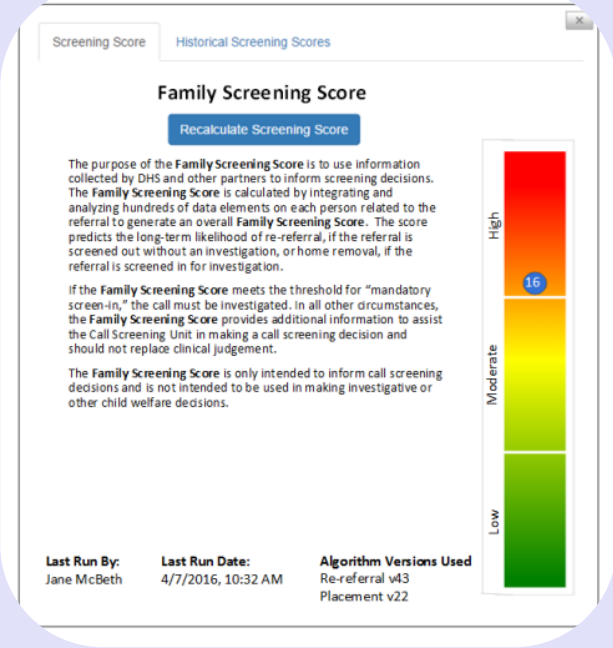
Problem

- Challenges in accurately screening child maltreatment referrals.
- Manual processing without standardized protocols led to inconsistent decisions.
- 27% of high-risk cases were not investigated, while 48% of low-risk cases were unnecessarily screened .

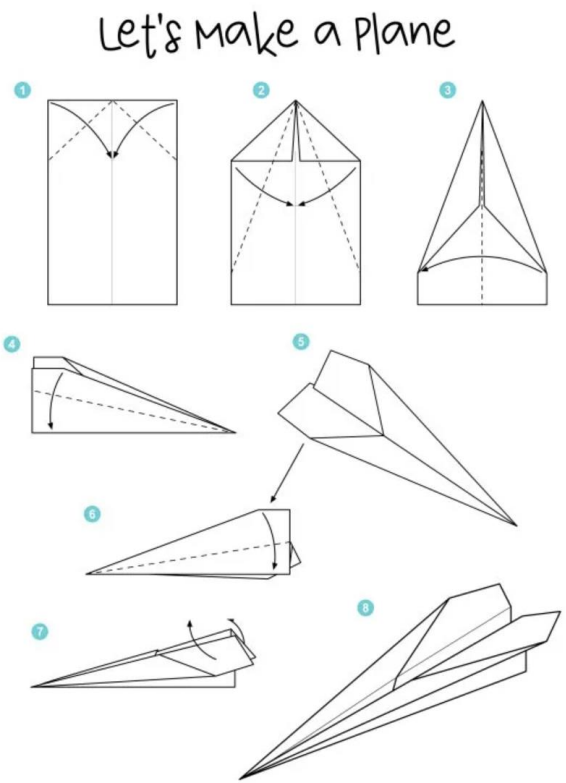
Allegheny Family Screening Tool (Allegheny County, USA)

Solution

- A predictive risk modeling tool that analyzes hundreds of data elements to generate a 'Family Screening Score' which predicts the likelihood of future child welfare involvement.



AUT
BUILDING THE ALLEGHENY
FAMILY SCREENING TOOL

Questions?

- **Reflect**
  - Insight
  - Skill
  - Mindset
  - Commitment
- **Write Down Top Take-Away**
- **Write Down Name**
- **Discuss**
- **Construct Paper Airplane**
- **Fly it when instructed**