

Embracing Complexity: Leadership Lessons from 21st Century Governments

Kommune 360 Festival
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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

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Senior Leader in AI, NHS Transformation, United Kingdom

Senior Leader, Department of Innovation, Poland

Senior Leader, Smart Nation and Digital Government Office, Singapore

Senior Leader, Training and Development, United Arab Emirates

Adviser Department of the Prime Minister and Cabinet, Australia

Senior Leader, Environmental Sustainability, South Africa

Senior Leader, Office of the Mayor, Municipalidad de Concepción Chile



21st century
22nd century

Challenges
Opportunities

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

Beginners Mindset



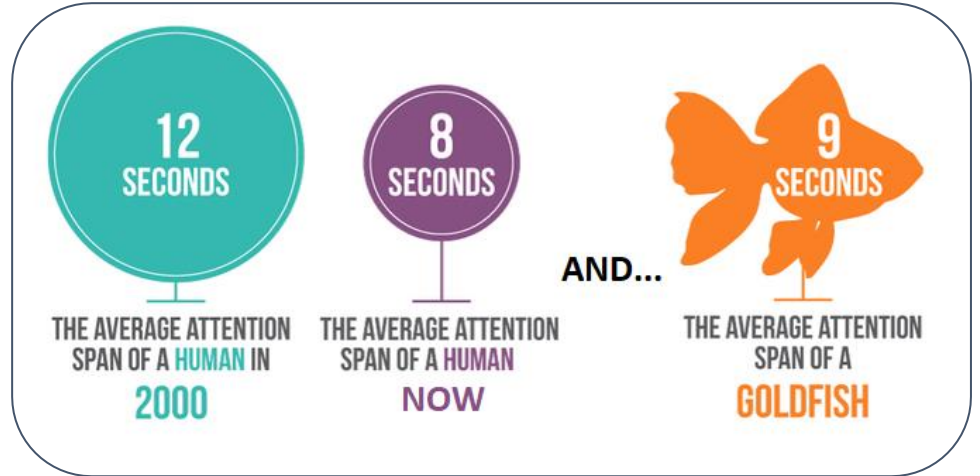
Complexity on the brain

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

Attention Span



Attention Span



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

EVENT

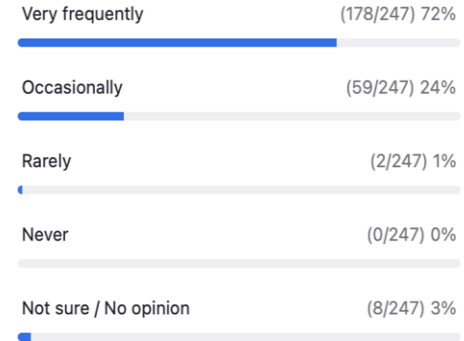
Systems Thinking: What Is It and How Do I Apply It?

EXCLUSIVELY FOR PUBLIC SERVANTS

3. Silo-busting

1. How often do you encounter silos in your work environment? (Single Choice)

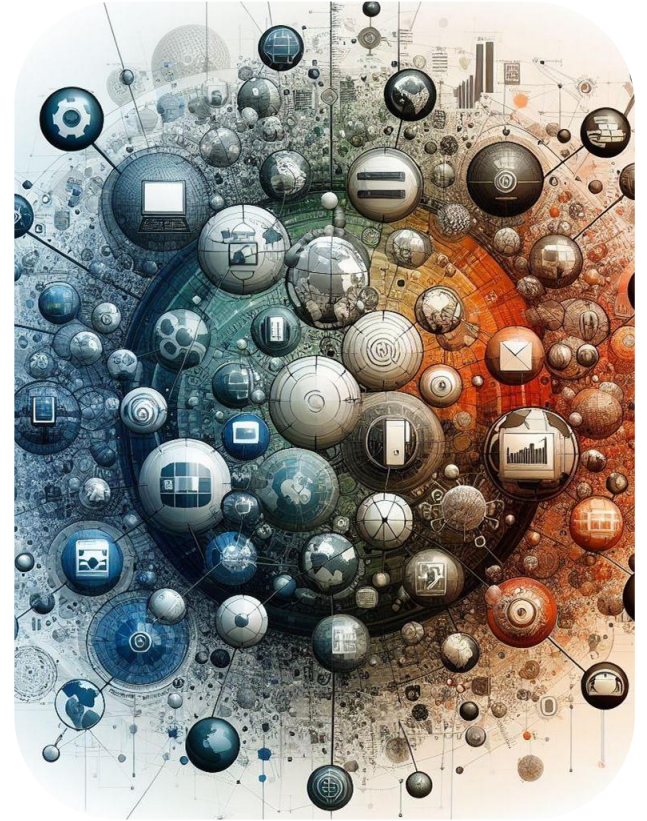
247/247 (100%) answered



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

FORESIGHT AND ANTICIPATORY GOVERNANCE

Lessons in effective foresight
institutionalisation



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

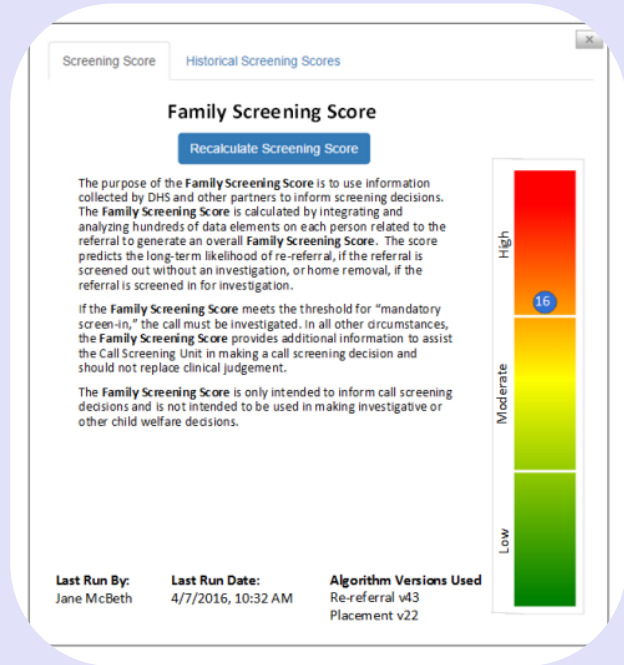
- Challenges in accurately screening child maltreatment referrals.
- Manual processing without standardized protocols led to inconsistent decisions.
- 27% of high-risk cases were not investigated, while 48% of low-risk cases were unnecessarily screened .



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.



The background of the slide is a teal-colored geometric pattern consisting of various shades of blue and green triangles and polygons arranged in a complex, repeating design. In the top right corner, there is a solid black square containing the text 'AUT' in white, bold, sans-serif font.

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**



Let's make a plane

