The Jedhi Force of VIG!

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What is the Force?
Introduction

- The capability approach to development
- VIG as a complex system
- Chaos theory and creative change
- What can we all do to keep the force alive!
Complex systems in nature
What is a complex adaptive system

- A system composed of many interacting parts that create unexpected patterns
- Underlying principles which underpin all units of the system
- Interconnectivity
- Actions of individuals turn into the behaviour of the group
• Each person has limited intelligence!
• But together they make complex decisions
• Organised society that functions as a whole
• Ability to work together determines the survival of the entire group
Underlying principles that

• Everybody is doing the best they can at the time
• All people, even in adverse situations, have the capacity to change
• People have an innate desire to connect with others
• People must be actively involved in their own change process
• Affirmation and appreciation of strengths is the key to supporting change
• Recognition and empathetic regard for what people are managing builds trust
Underlying values that underpin AVIGuk

Respect  Compassion
Trust    Co-operation
Hope     Appreciation
         Connections
         Empathy
Director

Manager

employees

Customer 1

Customer 2

Customer 3
But this!
What is the Capability Approach to development?
Why is it important / better?
The Role of VIG

• “Freedom to achieve wellbeing is of primary moral importance
• Freedom to achieve wellbeing is to be understood in terms of people’s capabilities i.e. their real opportunities to do and be what they have reason to value”.
• Consider what people are actually able to be and do.

Amartya Sen 1980s
AVIGuk as a complex system

- Training and Supervision
- Subscribers, Practitioners and Supervisors
- Organisations and fundholders
- Families and Schools
- Policy Makers
- Other countries
- Board members
- Training and Development Team Administraton
- Families and Schools
- Other countries
- Board members
Chaos Theory

• Maximum change potential at the edge of chaos
  • (A crisis is an opportunity for change!)

• Unpredictability is inevitable
Complex *Adaptive* Systems and Chaos Theory!

- VIG is a social system therefore highly complex and highly unpredictable!

- VIG is part of many other complex environments and frequently experiences being on the edge of chaos!
How to survive Chaos

• In every system change is inevitable
• All systems seek equilibrium
• Actions of individuals turn into the behaviour of the group. Think about this!
• When your back is against the wall you need helpers.
Conditions required for adapting to complexity

- Good enough vision – broad goals
- Creativity and co-creation
- Self organisation and collaboration
- Connectivity
- Dispersed control
- Capability approach

(Eli Sopow 2012
Amartya Sen 1998)
The butterfly effect and you!
Remember!

- Your actions and interactions are very important!
- AVIGuk values and beliefs are the key to interconnectedness and co-creation
- Interconnectedness creates systems that can be responsive and adaptive to change
- Celebrate complexity.
- Maximum evolution happens on the ‘edge of chaos’.
May the Force be with you