Section E

Cycle of Seven Tasks
Growing Seeds of Human Energy: Cycle of Seven Tasks

- To grow crops, a cycle of tasks is used around the world:
  - Plow, plant, irrigate, protect, weed, then harvest

- Do the cycle of tasks, then do it again
  - Repeating the cycle, improving performance, is the core learning of social change
  - This way, the “harvest” improves every year
Task 1: Leadership (by Local Coordinating Committee)

- A committee is the reliable way to lead social change (not a single leader) because committees:
  - Share workloads
  - Reflect community diversity
  - Endure if one member (especially a leader) departs

- Next cycle improves the committee by:
  - Changing/expanding membership
  - Training to improve capacity
Task 2: Build from Strength (Identify Local Successes)

- Find what works, what the community is proud of
  - Use this as a foundation to build momentum

- Do not start by fixing what is failing
  - Working from problems creates a weak foundation

- A list will grow
  - Past successes, victories of sports teams, festivals, historical accomplishments
Task 3: Study Successes Elsewhere

- While idea exchange always occurs, intentional learning of parallel situations opens options
  - Engage in systematic study trips
  - Research through libraries and the internet
  - Seek expert advice

- Ideas gathered will need to be adapted to maximize likelihood of success
Task 4: Fit Your Situation (Gather Local Evidence)

- Community planning should be based on facts that describe that community

- Locale-specific evidence needs to understand
  - Local resources
  - Changes occurring
  - Local priorities

- Collection of evidence needs to be simple-to-do
# Task 5: Create Work Plans

<table>
<thead>
<tr>
<th>Objective</th>
<th>What to do</th>
<th>Where</th>
<th>When</th>
<th>Who inside</th>
<th>Who outside</th>
<th>How</th>
<th>Training</th>
<th>Needs</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2a.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2b.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Task 6: Action (Get Momentum Growing)

- Build positive energy, create the “can do” feeling

- What creates change is making changes
  - Not talk, not plans, not getting approval, not money

- Building momentum requires
  - Involving more people
  - Concrete evidence of successes
Task 7: Midcourse Corrections (Strengthen Principles)

- Problems will occur

- As a result, midcourse corrections are needed
  - Adjustments should strengthen the four principles
  - But focusing on work plan objectives can compromise
    - Momentum growing from success
    - The three-way partnership
    - Evidence-based decision making
    - Focusing on behavior changes
The Seven Tasks of Community Action

- Gather local evidence
- Create a workplan
- Create or recreate a local coordinating committee
- Identify past successes
- Study successes elsewhere
- Take action to grow momentum
- Make mid-course corrections