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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

Objective	What to do	Where	When	Who inside	Who outside	How	Training	Needs	Resources
1.									
2.									
2a.									
2b.									
3.									

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

