Working in Emergence

Emergence is where momentum meets opportunity.

What are the benefits of working in emergence?

- Enables an initiative to be truly guided by resident/youth priorities and decisions throughout the project which lead to project outcomes that are more relevant and meaningful to the community

- Encourages project partners to deal with and address change, moving parts and complexity leading to more nimble, agile and responsive initiatives

- Nurtures more sustainable and resilient collaborations

- Empowers partners to consider and work towards system-level outcomes

Working in Emergence Across a Community

A community backbone organization (CBO) can facilitate working in emergence by convening, catalyzing co-creating, aligning, facilitating, building capacity, listening, learning, and sharing in order to build community. The functions of a CBO can be carried out by an organization but also by an individual that is participating in an initiative that would benefit from this approach.

6 TIPS
for Laying the Groundwork for Working in Emergence

1. **Focus on relationships.**
   Invest time into building strong relationships with all project partners to lay the groundwork for emergent results (network leadership).

2. **Create a communications plan.**
   Create clear communication pathways and a shared understanding of how communication should flow and who is responsible for what.

3. **Don't forget to make learning and reflection a regular practice.**
   Foster spaces for reflection, and the generation of collective wisdom, co-creation and listening to emerging and diverse ideas.

4. **Have a deep understanding of the context.**
   Take the time to learn about the neighbourhood and/or players involved.

5. **Let your values guide you.**
   Co-create shared values and principle that will guide your emergent activities.

6. **Invest in facilitation training.**
   Facilitation is a specialized skill that leverages the skills and assets at the table and fosters ownership of the direction a group is heading in.