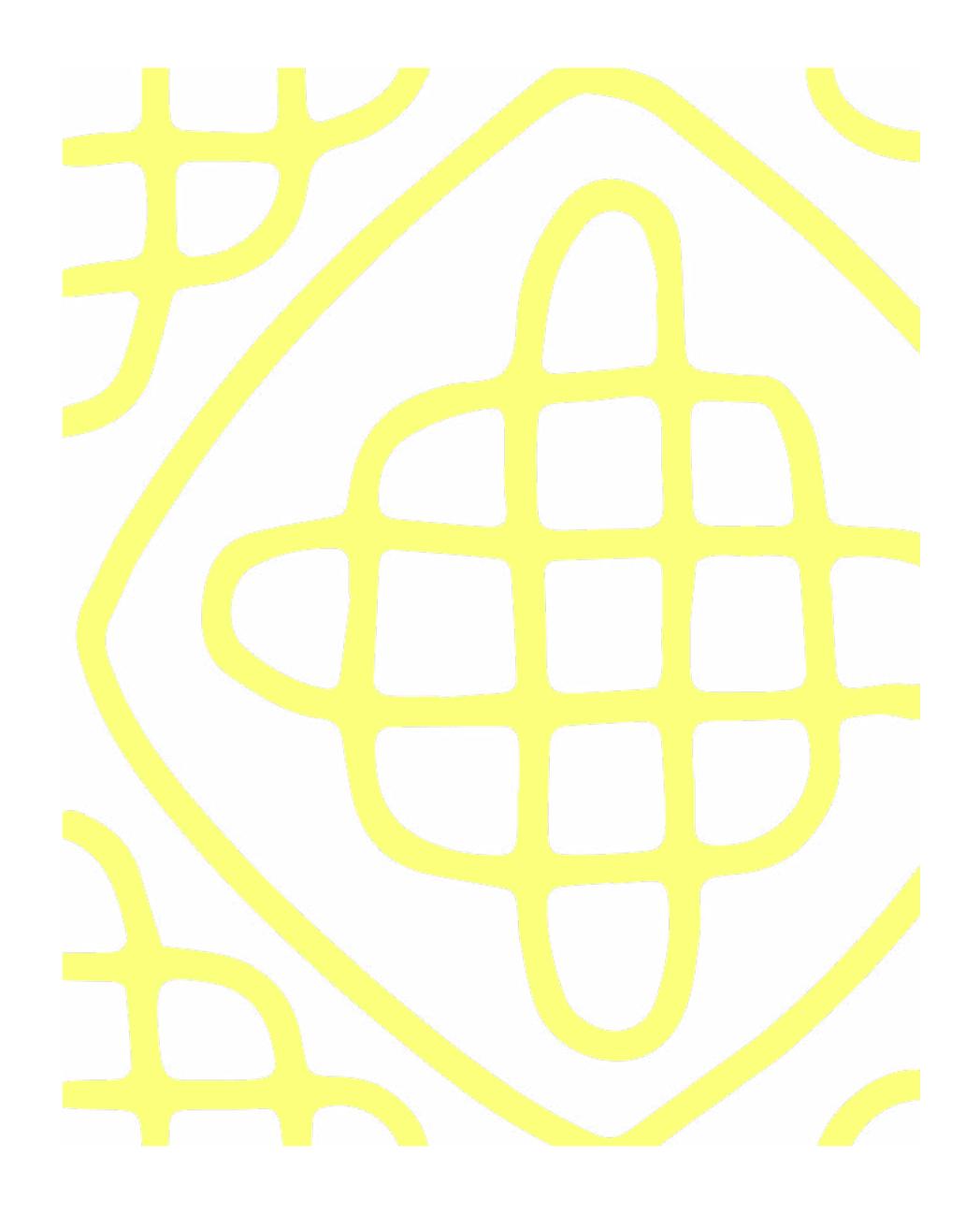
# SIX Wayfinder 2020 Behind The Scenes

SIX WAYFINDER



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To wayfind is to orient oneself; seafaring communities have long found their way using the stars, the current and the winds. But by nature, to wayfind is to be finding your way, and therefore to be uncertain, often disconnected and sometimes even dislocated from what matters.

### How do you find your way when in the present moment you are so disoriented?

The SIX Wayfinder is the only global social innovation industry event which brings together the field's pioneers to set an agenda for creating a better future and finding our roles within it. When you join the Wayfinder, you are part of the global social innovation movement.

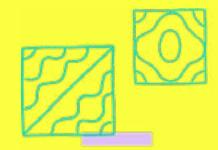
1.

Introduction to the SIX Wayfinder - the future of social innovation

## 2017



We launched the first SIX
Wayfinder in London in 2017.
It was a challenging moment
globally - the UK had just left
the European Union, Trump
had been elected in the US,
the EU was in the midst of
a migration crisis and the
#metoo movement swept
the world.





We asked attendees: What is the state of social innovation in our current global context? What should we, as a community, aim to achieve by 2027? We looked back and celebrated what we have achieved as a movement over the last 10 years, and set some stretching goals for the next 10 years. We started an ambitious journey from here (2017) to there (2027).

"Now, we mustn't be complacent. We have to come together and think how we can set stretching goals for the next 10 years, which really makes this movement and its tools commensurate with the difficult challenges that we face ahead."

- Geoff Mulgan, Nesta UK, 2017

London 2017: full agenda can be found here and speakers here.

## 2018

We held the second global Wayfinder in 2018 in Istanbul, in partnership with Zorlu Holdings and imece, a Turkish social innovation platform. Istanbul Wayfinder built on two calls to action from London:

- Getting truly multi-sector in social innovation with an emphasis on integrating corporate, government and philanthropic social innovation;
- Creating enabling
   platforms to enrich social
   innovation ecosystems

   learning from around
   the world about the
   key conditions and
   overcoming barriers.



We embarked on a shared global learning experience for two days with 500+ participants from 30 countries. The SIX Wayfinder served as a catalyst for the social innovation ecosystem in Istanbul and now there is more interest and engagement from governments and other public sector institutions since the event, and the movement is gaining momentum. The imece summit 2021, a follow up event which was closely connected to the SIX Wayfinder 2020, was hosted in March 2021

<u>Istanbul 2018:</u> full agenda can be found <u>here</u> and speakers <u>here.</u>



2.

SIX Wayfinder 2020 - in numbers

9

Months

63

Individual events

20k

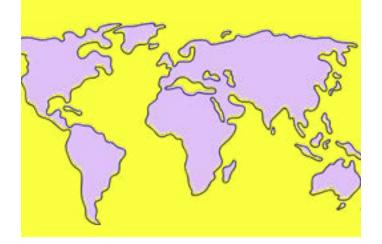
Number of people reached via online platforms (website, newsletters, social media)

500+

Number of people who participated in events

50+

Number of people who attended multiple sessions (2 plus)



35+

Countries across

6

Continents regularly participated in activities

Dine-arounds in

10

Languages

#### Breakdown of activities by number, type of activity, themes

Global dine arounds
Across 35 cities,

[6-7 people in each.

**7**Closed ensembles

On themes of The how matters, Living and working with integrity, Changing Role of Public Servants (Making the Unusual More Usual), Making this Moment Count (How to Reinforce the Efforts of Civil Society in Asia)

| 37 people

**3** Open ensembles

Focussed on building movements of young people | 40 people

**5**Open duets with 10 people

Hong Kong, Thailand, Canada, Spain, Malaysia, Greece, UK, Colombia | 160 people

5 Closed duets with 11 people

South Korea, Hong Kong, Malaysia, Netherlands, Turkey, Hong Kong, South Africa, Canada, India

Opening relays
Intro sessions
105 people

4 'live' sessions with individual artist-composers

(twitter take over, youtube live, zooms)
| 94 people

**1**Final Symphony
| 120 people from
| 30+ countries

 $\overline{13}$ 



40+

Individual outputs in a variety of audio, visual and written styles

#### Different styles of outputs (all available on our score):

1

Toolkit for a dine-around

2

Essays

4

**Poems** 

6

Meditations

5

**Podcasts** 

1

Short film

10

Recorded events

1

Wordmap

1

Infographic of flight path



Folktale



Visual art



performance lectures



Pieces original music



Songs recommended by participants in a spotify playlist with



**3**.

An extraordinary year required an extraordinary approach - embracing the experiment

We were planning to host a third global Wayfinder in Canada in Autumn 2020, with support from McConnell Foundation, Saputo Foundation and Suncor. But as we began to plan, 80% of the world went into lockdown and our work and personal lives were bound to screens. Our lives were flipped upside down. People around the world were anxious, and disorientated. Many people were ill, or in mourning for people they lost. Our economies collapsed and health systems were at the brink.

As the Covid-19 pandemic took hold and the world descended into chaos, we knew we still needed to come together as a sector, but in a way that renewed energy, offered purpose and gave direction for all. This unique moment demanded that we listen and learn, that we remember why we are here, and that we not only reimagine, but also demonstrate what is possible.

Our events and our broadcast news were dominated by talk of how to create a 'new normal' and finding radically different ways to organise our organisations and systems. Yet, despite all this talk, in reality, few organisations behaved differently - they did exactly the same as they always did, just online. We were all flooded by online conferences and zoom meetings.

"This unique moment demanded that we listen and learn, that we remember why we are here, and that we not only reimagine, but also demonstrate what is possible."

For SIX, it was clear this moment needed something radically different - transferring our 2 day in person Wayfinder into a 2-day online event, with a standard post conference report would not spark the different approaches, thinking and connections we were all calling for. So, SIX embarked on an experiment to devise a metaphorical symphony — four movements that will help us grasp meaning and shape action. We asked: What is the shape of social innovation in urgent times?

Wayfinding was more important than ever. And no aspect was taken for granted. What we are sharing below is what we experimented with.

## Connecting in a different way - humanising in a virtual world

By summer 2020, Zoom fatigue had seriously set in. None of the online events were giving us the human contact we needed. Listening to yet another talking head through a screen was getting exhausting. We knew that if we wanted the Wayfinder to achieve its purpose, we had to find a way to "move people". In his closing summary at the first Wayfinder in London, Charlie Leadbeater said (written up in '6 things social innovation can offer an out of control world'):

"The point about being a movement is you have to move people. You cannot move people unless you touch them. You can be a group of people who share ideas and kind of go along together but if you have a movement you've got to move people. To do that you have to reach a kind of register, which the right of politics reaches the whole time: pride, belonging, nation, blood, we need our own equivalent of that."

At a time when we were prevented from being physically close to each other, we tried to move people by creating different sensory experiences online -- sound, sight and taste.

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- Metaphors help us to see things in a different way and can help us to understand what's around us. At a time when we were bound to our screens, with high anxiety in communities around the world, we knew we needed to find multiple ways to connect with people coming from different contexts, cultures and languages. We used music and sound in both the design of our meetings and as a way to deepen emotional engagement. We asked people what sounds and songs were important for them, we listened to music they found inspiring together, and we incorporated their songs in a playlist. Many of the sounds they shared are featured in this film and the final symphony. Our metaphor was integrated throughout the Wayfinder experience.
- wanted to create a different kind of feel to the Wayfinder events and communications something soft and dynamic, with textures. We worked with our in-house artist/designer who translated the Wayfinder metaphor into a visual language. She brought her own unique visual cultural interpretation of what Wayfinder means, which inspired diversity throughout this whole project. The question, "What is the shape of social innovation in urgent times?" led us to think about the shape of what we were hearing which inspired us to experiment different patterns and colours that spoke to the Wayfinder metaphor. Read more about our visual language here.

• TASTE - Food is a connector - Food and eating together is often one of the most memorable parts of SIX's in person events, so we made sure to include this in our online activities. Eating together means people have different kinds of conversation, and transfers attention away from the intensity of only looking at the screen. We invited people to meet over a meal, and made it easy for people to host their own conversations by providing a framework for the conversation, and a simple form to communicate the insights for the conversation.

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"What a great collaborative experience: bridging art and social innovation in a way that hasn't been done before. Reflective, transformative and inspiring. Where can we take this next? What can we do with this to keep inspiring, challenging and moving forwards?"

## Communicating in a different way - going beyond a report

From the beginning, we knew we wanted to share something that represented the unique moment we were in - something living, and accessible to people beyond the social innovation crowd, and something that showed a spectrum of what people and communities were going through globally. We didn't know what form it would take, but we wanted to present a tapestry of different stories, rather than a single, static manifesto or report. We were inspired by what social innovators on the ground were doing, and wanted to show how these things connect, highlighting what we need to keep and what we need to end.

- We created something collective Even though we were physically separated from each other, we longed for a shared collective experience. The Artist-Composers we commissioned demonstrated that collective spirit can lead to collective action, and the symphony we produced represented all the sounds and stories people had shared through the 9-month process.
- We gave life to an emerging score We embraced uncertainty, we were open to what we produced along our journey. The participants could follow the stories in their own time, all of which were posted on our emerging score, a kind of navigation map which showed how we progressed through the movements.

- We produced artefacts of the moment that would live on beyond 2020 What do we want to collectively remember from 2020? We wanted to create a set of artefacts that would live on and be useful beyond the event, something timeless, but also something that would help people remember this particular moment in time.
- We used a multimedia approach Instead of creating a report, we created an emerging musical score, each movement building on the previous one. This, which served as our navigation map as we went on the journey, each movement building on the previous one. We collected and shared insights openly along our journey (hence the name emerging score), showing our learning in real time. We produced poetry, essays, podcasts, talks, stories, mediations, visual arts, music, and films, rather than blocks of text. We wanted to provide a different experience for participants at this time, and something accessible to people who don't speak English as a first language and something accessible outside the social innovation bubble accessibility and inclusivity were front of mind.

"I wanted to congratulate you for conducting this incredible orchestral encounter. I was flabbergasted... I go back to that piece, sometimes before going to bed. It describes my state of mind. Tension, fear, harmony, surprise. This crisis is such a challenge to our endurance."

## Going beyond the usual suspects - being intentional about who is part of the collective

Who gets to be part of this collective vision and 'building back better'? We were really intentional about using this moment to broaden and diversify who participates in envisioning the future. Rather than inviting big names in the social innovation field, we took advantage of being online to reach way beyond the well-known social innovation community, and bring in people we did not know, and people who do not usually attend SIX events.

We started the Wayfinder 2020 through a global listening exercise to identify and invite the unheard voices of social innovation around the world. One of the advantages to working online is that we can include people in SIX events who would have previously been unable to attend due to cost or travel restrictions. Bound to their homes during the pandemic, people were craving for a different kind of relationship building. This meant:

- Different countries & languages We designed activities for diversity. We worked with people from different countries (the dine arounds enabled people to connect in their own languages on their own terms so invited wider participation). Allowing people to host their own dine-arounds in their own language, in their own time, signalled our intent from the very beginning. We also hosted the same events, in several time zones, to enable more people to participate.
- Different fields and sectors The contributors of the Wayfinder ranged from grassroots organisations, foundations, public sector organisations, to companies and universities, reflecting the SIX network. We invited artists, a community that the social innovation community doesn't usually engage with. The Artist-Composers were a central part of the Wayfinder activities, not just producers of outputs. By enabling collaboration with and between artists, we found many similarities between art and social innovation. It has also sparked a wider conversation in the field of arts and social change.
- **Different generations -** We brought in different generations into the Wayfinder conversations, particularly the voices of young people. Globally, there are youth movements emerging in topics of climate change, democracy, and social justice. The future we are building now is the future of young people and therefore, they must be a core part of all conversations about society's future direction.

"I feel we talk a lot about how we need to work more across disciplines, how much we would benefit from a greater exchange of ideas, ways of working and concepts - your symphony for me was the best example that it is possible and how much can come of it. It's such a rich artefact and I greatly enjoyed listening to it."

## The how matters - valuing the means, not just the ends

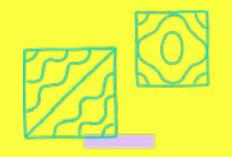
The journey was as important as the end destination for us. We wanted to create a sense of shared meaning through the Wayfinder 2020. That meant that we needed to co-create the process and content with the people who are part of the journey. Not only did we experiment with new ways of working together internally as a team, we experimented with different ways of bringing people together that allows for emergence, based on our relational and intuitive approach:

- Reframing our KPIs to value strength of relationships and experiences, and our own organisational learning In a year where human connection was lacking, developing quality interactions, where people could trust each other was important to us. We focused on the quality of interaction and the relationships that continued after the event (rather than the number of sessions and profile of speaker). We provided multiple points of connection for people over time, and to catalyse relationships and collaborations beyond the Wayfinder, between people who may not have met previously.
- Taking an additive and adaptive approach We wanted the Wayfinder to be responsive to what was happening around us. Whilst we had a broad concept at the beginning, we left enough space in our plans to design

based on the discussions, suggestions and results of the previous movements, and what was happening in the communities around us. Each was shaped by the harmony and dissonance that emerged during the previous movements. We let go of a rigid 'programme' and listened to what people were telling us they needed. For us, the wayfinding process was a constant feedback loop, where we listened and responded and then listened again.

• Building capacity for emergence - The Wayfinder wasn't an "event" for us but rather a way to build new skills for envisioning different futures - listening in a different way, facilitating to grow relationships, being comfortable with change and uncertainty, designing for flexibility, translating cultural nuances and embracing a growth mindset (to name a few!).

"Transferring the spontaneity and simplicity of human connections and experiences to online environments was really nuanced."







4.

How we redesigned the Wayfinder 2020

# The metaphorical symphony - dissecting, stretching, synthesising

Using the metaphor of creating an orchestral symphony, we dissected every part of our in-person Wayfinder event and spread it over time. We spread different parts of the programme across four 'movements', each serving a different purpose, each with its own set of activities and distinctive styles. We wanted to create different rhythms that flowed into one another. Our final movement 'Magic' would be the moment it all came together - we wanted to create a collective experience, much like the shared experience in a concert hall when the music ends.

urpose

This movement was about uncovering, collecting and understanding what is happening and how it is happening in different local contexts around the world. We focused on understanding the present context.

This is where the global exchange began. We brought people together from different contexts to delve deeper into examples and actions, exchanging knowledge, resources, and insights, uncovering lessons from each other, and working out: What is timely now? What is having its time now? What is influencing our future?

In this movement, we played back our collective knowledge and insight, amplifying the messages and the learning — and a felt experience. This was also the moment we tried to sense of the dissonance and harmony around the world, translating and giving further meaning to the Wayfinder content through art and music.

This movement was about felt experience with audience response... Response to the "call" made by artists.

February September | October | November December | January At the event: After the event: Pre-event/planning stage: At the event: We all know that the most The ideal of many If we were doing a conference, this would be useful parts of conferences events is that something is co-created during the agenda design part. are the bits in between We would talk to people, workshops - organisers sessions. This is what we often hope there are new understand their story and tried to create here. collaborations to take context. We wanted to create forward connections between people, not just new content. Our aim was to create the walks to the bus, the chat in the lunch queue, the post conference drinks. No.3 Playing No.4 Magic We invited six Artist-Composers to work with us. They took all of the No2. Ensembling The Final Symphony insights from the first 2 - a 25 minute piece of movements, and created music, playing back the artefacts - poetry, essays, four movements of the music, meditations, Dine around conversations Wayfinder. The piece is films - to play back what **No.1 Tuning** entitled: 'Sounding - hosted over a meal or they heard in another drinks.. We handed control Together: A soundtrack format. Their pieces were

Dine around conversations hosted over a meal or drinks. . We handed control to the people hosting conversations - they didn't need to fit into a slot or a format, as many festivals require. They could host the conversation anytime, with anyone, in any language. We provided a quide, and a form to share back their insights.

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collected on our emerging score.

The organisers usually produce a report, which may or may not be read.

the the new social contract'



## From metaphor to reality - Working with the Artist Composers

Our metaphorical symphony came to life.

We put out an open call for artists to help us tell the Wayfinder story. A harpist in Canada, a filmmaker in Singapore, a jazz singer/tap dancer in the UK, a composer in Greece, a poet/musician in Poland and a painter in the UK responded.

We gave Artist-Composers all the insights and stories we've gathered across the world and across sectors - 90+ hours of dine-around conversation notes, essays, poetry, and sounds people shared with us through our events and activities - and we asked them to help us translate the materials

into a common language we can all understand as human beings. SIX's role was to build relationships between the group. We didn't know what was going to emerge but we completely trusted that the artists will help us articulate and make sense, go deeper, and ultimately move us.

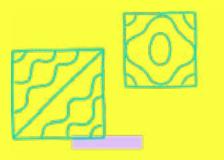
Not only did these six Artist-Composers co-create the final symphony giving further meaning to the Wayfinder content, they went from being individual creators who had never met before to being a tribe of people, with strong relationships that continue beyond the project.

The Wayfinder Final Symphony was presented to the world as a collective listening experience. People who came to the final event were not randomly invited people but consisted largely of people who contributed to the process throughout.

Copy and paste the sticky note here or use the text tool to write on the page freely. Feel free to tell us your name and where you are listening from.



"So many emotions - this is an incredible way to remember and reflect on 2020. It gives me energy, hope and inspiration for the year ahead."





5.

Wayfinding continues...

Building relationships for social change takes time. Getting new concepts to be adopted by the wider field takes time. Organisations and individual behaviour shift takes time. Influencing policy take times. But this all needs to start somewhere.

Through the SIX Wayfinder 2020 we have seeded new relationships and actions for social innovation in these urgent times, and the journey continues. The new relationships and projects will flow into other streams and rivers to collectively reach our collective destination. Below we describe just some of the stories:

#### **New connections and ideas**

Just 3 months after the 2020 Wayfinder project ended, several new ideas and concepts have emerged already. The Wayfinder was a platform which allowed exploration of ideas between people and organisations from different sectors and geographies. Funders, public servants, artists, youth workers, indigenous community workers and climate activists... Wayfinder sparked unlikely connections. Some of the Wayfinder conversations continued through other mediums and events such as the Imece Summit in 2021 and Social R&D Gathering in Canada.

One example of a new connection that has led to the development of a new collaborative idea was between Jayne Engle and Javier Guillot, who met during Movement No 2: Ensembling. Jayne is a Director at Mcconnell Foundation and Javier works at Bogota City Government. We invited them to reflect and have a conversation on how we can shape different possible futures for cities and what is the role of citizens in them from North and South American perspectives. The relationship was further cemented during several subsequent meetings, including when we invited them to the Imece Summit in Spring 2021. Jayne's work in participatory futuring will continue through a publication, Sacred Civics and Javier aims to bring the participatory futuring methods and models he learnt from Jayne to Colombia.

The Wayfinder conversations were also about forging existing relationships. For example, social cohesion dinearound brought together funders who had first met at Wasan Island during the SIX Funders Node retreat. They were able to support and challenge each other at a critical moment in their professional journeys during 2020.

"It is always a pleasure to have such busy people take time out to come together and reflect. I actually couldn't believe the synergy around our philosophy, challenges and opportunities despite such extremely different settings. It would appear that grass roots community leaders and initiatives are where hope and efficacy lie. It is our job to empower and rise up these voices to influence the systems that we work and live within. I think in 90 minutes we made a space for solidarity."

- A Funders Node participant who joined a Wayfinder dine-around

#### **Emerging collaborations and actions**

The Wayfinder contributed to new actions and collaborations at the local and global level. From participating in action learning sets to creating a collective symphony, people found peers and collaborators through the Wayfinder, to find strength in each other, to help create new initiatives and collaborative action groups.

In the Wayfinder Movement No 1: Tuning, A group of young people in Ciudad Juarez, Mexico, hosted a dinearound conversation about social movements in Mexico and social projects that are passionate to them. As witnesses of continuous violence, discrimination and injustice in their own city, the young people felt that the social contract has been broken and reflected on the role of youth in social change.

During the dine-around session, they formed a local social action group called Nijohua (which means "invite to work together" in the indigenous language of Tarahumara) to continue collaborating on community action and projects in their city. The newly formed group also connected with other youth movements in North and South America -- Youth Climate Lab and 100in1day during the Ensembling movement of the Wayfinder. The young people from Nijohua also participated in the Final movement of Wayfinder by contributing their voices and recordings for the final Symphony.

The Nijohua group now has 700+ followers on Facebook and they continue to share experiences, organise social actions and collaborate on projects.

"I first attended SIX Summer School in Colombia in 2016 but haven't had the chance to participate in further SIX activities because of the cost of travel. The openness and participatory nature of Wayfinder 2020 enabled me to take part as a host of a Wayfinder dine-around in Ciudad Juarez. I was able to connect with other like-minded young people in my city and since then, we have set up a local social innovation action group which contributes to our local community. Currently, Nijohua group is starting a peer-to-peer project for women in need. Also, thanks to the Wayfinder, I also had an opportunity to connect with global youth movements through the Wayfinder, expanding our vision of what could be achieved."

- Jesus Antonio Castro Saenz, Ciudad Juárez

#### **Artist-composers**

When we put out an open call for artists to help us tell the Wayfinder story at the start of Movement No. 3, we did not expect that we would end up with a real symphony in four movements. The six Artist-composers who were part of the Wayfinder, went from being individual creators who had never met before to being collaborators co-creating a collective symphony. But even more importantly, they became a tribe - a group

who supported each other through a challenging year, and their collaboration and support for one another continues beyond the project,

Their collaboration spanned four months across timezones, only ever meeting over Zoom, using a collage of iphone recordings and makeshift studio set ups during lockdown, from Singapore, Poland, Greece, UK and Canada.

They continued to work together after the final symphony. Fie, a filmmaker in Singapore, documented the journey and invited six new guests on her podcast. She continues to build a network of artists and practitioners, connecting art and social innovation. Kandice, a composer/musician living in Greece, is continuing her work connecting social issues and art, and is currently working on her Common Songbook project, linking the commons movement and the art world.

"Our work is an offer of solace and solidarity in sound. The form of a Symphony (sim = together and phono = sound) means to sound together. Therefore, this piece is a demonstration of democratic collaboration and self-organised cooperation. A metaphorical journey from individualism to collectivism."

- Kandice Holmes, Wayfinder Artist-Composer

#### **New narratives and resonance**

The Wayfinder provided space for new narratives to emerge -- particularly, there was new energy around connecting art and social innovation.

Social innovation without a creative process is impossible. Wayfinder 2020 explored the value of art in terms of generating ideas, problem solving, bringing people together and healing. We encountered very real and hard emotions like uncertainty, fear, anger, trauma and grief. And the narrative of art provided a new common language for us.

What we realised: There is so much the social change community can learn from the way artists work together. And even though we might use different languages, we found many similarities between arts and social innovation. In one of her performance lectures, Corina Kwami mentions the ability to actively listen and the importance of call and response in music. For us, the wayfinding process was a constant feedback loop, where we listened and responded and then listened again.

The Wayfinder made people recognise the potential to inspire many different people to use music and art for creative change. The narrative of art and social innovation enables us to zoom into our individual journeys and then points us to somewhere and something bigger than ourselves.

"Art is the language that everybody understands, no matter where they come from. You have to allow for the development of this new lingua franca."

- Amalia Zepou, Bloomberg Fellow in Government Innovation

#### **Further application**

Amidst all the uncertainties and emotional trauma of 2020, we wanted to produce a collective experience which combines our heads, hearts and hands. The result was a 9-month rollercoaster journey.

The resonance that was felt during the Wayfinder journey continues, through music, art, in chaos and harmony -- in ourselves and in the space in between all of us who were part of the journey. The Wayfinder materials which incorporated art and music touched people in ways that standard post-event reports couldn't and they had the potential to spread in unexpected ways.

The tapestry of stories and materials that were produced during Wayfinder 2020 can have life of its own and are being applied in ways we didn't expect. Currently, University of Bristol (UK) students are using the Artist Composer materials in their own personal and professional development journeys - dine-around guides, compositions for mental health, and the role of art as a bridge piece to think about bringing different communities together.

"Our hope is for this sonic horizon of hope to leave you nourished, with new perspectives and awareness for how we transition. heal and rebuild with resilience for where and what next."

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