How can we work together to solve the problems we have created?
Reos Partners is an international social enterprise that knows how to make real progress.

We’ve been designing and facilitating systemic change projects for 20 years and have built up a rigorous set of transformative methods for addressing complex, stuck challenges.

Using a pragmatic and creative approach, we partner with governments, corporations, and civil society organizations on humanity’s most crucial issues: education, health, food, energy, the environment, development, justice, security, and peace. Again and again, we enable people mired in complexity, confusion, and conflict to work together to construct new realities—and a better future.

“Every time I work with Reos I learn something—how to elevate inquiry over rhetoric.”
— TATJANA VON BORMANN, WWF
We help you challenge the status quo, together.

The starting point for progress is a diverse coalition that is ready to challenge the status quo. Every Reos Partners project brings together stakeholders from across a whole system. Politicians, activists, executives, generals, guerrillas, unionists, activists, artists, researchers, clergy, community leaders . . . Diversity may feel like the problem, but it is at the heart of problem solving. Working as guides, we skilfully engage people with different perspectives and interests to collaborate on shared concerns. This creates paths to crucial systemic transformations.

“It takes all the players to shift the current reality.”

— LAB TEAM MEMBER, BHAVISHYA ALLIANCE FOR CHILD NUTRITION, INDIA
Proven methods for systemic change.

Reos Partners projects occur at three scales: events of a few days, processes of several months, and platforms that operate for years. A single event can spark new insights, relationships, and capacities, while a long-term platform can enable new experiments, initiatives, and movements—and ultimately, systemic transformation.

We take a custom approach to every situation, but we often employ at least one of four tested methods: dialogue interviews, learning journeys, transformative scenarios, and social labs. We also offer training and coaching to build the capacities and skills that enable enduring systems change work.

Methods

Social Labs
These platforms for intensive, multi-year experiments combine multiple events and processes. Recognizing problems as symptoms, they bring together people from across the system to seek root causes and then collaborate on devising and testing real-world initiatives aimed at addressing those causes.

Transformative Scenarios
While most planning methodologies focus on adapting to the future, the transformative scenario process seeks to also shape it. This structured yet creative method, involving multiple events over several months, helps diverse actors discover what they can and must do.

Learning Journeys
The best way to understand a system’s many dimensions is to explore it first-hand, together. Learning journeys are visits to significant people, projects, and places through which a team can develop a shared, grounded understanding of the system they want to influence.

Dialogue Interviews
These in-depth conversations with leaders from across a system increase both understanding and energy. We conduct the interviews, synthesize them, and mirror back the patterns, identifying common ground for action. The result of this process is an unusually candid and reflective look at the situation.

“We have a new perspective on cooperation.”
— COLOMBIAN FOREIGN MINISTER MARÍA ANGELA HOLGUÍN
**Ingredients for Progress.**

A **whole-system team.** The first prerequisite is a team of influential, insightful actors representative of the system’s many facets.

**Experienced guides.** Collaboration on problems characterized by overwhelming complexity, confusion, and conflict requires expert facilitation.

A **strong container.** In order to experiment with new ways of acting, relating, and being, the team needs a structured space to do their work that is suitably set up—physically, psychologically, and politically.

**Requisite resources.** Social, human, and financial resources must be available at a scale that matches the scale of the challenge.

A **generative approach.** A creative, experimental method that engages team members’ whole selves—head, heart, and hands—enables breakthrough results.

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**Our Theory of Change**

1. **Starting Point**
   A diverse coalition of leaders thinks that their situation is unacceptable or unsustainable and that it cannot be transformed unilaterally, directly, or immediately.

2. **What is needed**
   - Whole-system team
   - Experienced guides
   - Strong container
   - Requisite resources
   - Generative approach

3. **Methods**
   - Events
   - Processes
   - Platforms

4. **What is produced**
   - Relationships
   - Insights
   - Capacities
   - Commitments
   - Initiatives

5. **What emerges**
   The situation has been transformed through new alliances, narratives, approaches, policies, and/or institutions.

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“I saw how if we start with something small, big forces can and will be shifted.”

— **GRACE O’SULLIVAN, FLIP THE CLINIC PARTICIPANT**
Real progress on vital challenges, worldwide.

We’ve learned that there is no quick fix: systemic change takes time, energy, resources, and skill. But with these in place, our most successful projects take on lives of their own, spawning resilient networks, alliances, and ecologies.

Projects

**UNITED STATES**

*Electricity Innovation Lab*
Breaking down barriers to a resilient, renewable electricity grid

“A unique opportunity for us to collaborate on our shared goal of a clean energy future.”
— Angie Beehler, Walmart

**GLOBAL**

*Sustainable Food Lab*
Creating examples of mainstream sustainable food supply chains since 2004

“The largest and most promising systemic change initiative I know of.”
— Peter Senge, Massachusetts Institute of Technology

**AUSTRALIA**

*Aboriginal Health*
Healing a multigenerational health crisis, starting at its colonial roots

“We are seeing the same challenges through new eyes.”
— Workshop participant

**THE NETHERLANDS**

*Pluk Learning Platform*
A national cooperative creating and supporting social labs since 2004

**GLOBAL**

*Sustainable Oceans Lab*
Initiating a strategic response to sustainable marine management

**SOUTH AFRICA**

*Leadership and Innovation Network for Children*
Enabling large-scale collaboration on behalf of South African orphans since 2007

“The only forum I’ve been in where all the parties talked openly and honestly.”
— William Bird, Media Monitoring Africa

**THE AMERICAS**

*Scenarios for the Drug Problem*
Building unprecedented consensus on how to deal with drugs in the Americas

“Realistic options, without prejudices or dogmas.”
— Colombian President Juan Manuel Santos
SOUTHERN AFRICA

Southern Africa Food Lab
Enhancing food security by transforming agriculture since 2009

“Flip the Clinic is creating the possibility of a new system.”
— Atul Gawande, surgeon, public health researcher, writer

UNITED KINGDOM

South West Yorkshire Mental Health Lab
Testing new, user-driven approaches to mental health services

“Key to understanding the risks and opportunities Latin American democracies are experiencing.”
— Pedro Abramovay, Open Society Foundations

UNITED STATES

Flip the Clinic
Improving medical care through patient-practitioner collaboration

“Flip the Clinic is creating the possibility of a new system.”
— Atul Gawande, surgeon, public health researcher, writer

INDE

Bhavishya Alliance
Co-creating and scaling solutions to childhood malnutrition

“This demonstrates the rich insights that can come from engaging diverse perspectives.”
— Alison Lawton, Mindset Social Innovation Foundation

BRAZIL

Scenarios for Education
Contributing to the public debate on the future of education

“The greatest challenge was finding a solution within such a diverse group.”
— Cleuza Rodrigues Repulho, Undime

LATIN AMERICA

ALerta Democratica
Catalyzing strategic conversations about the future of democracy with key local, national, and regional actors

“I think eLab is going to speed up the transition by maybe a decade.”
— AMORY LOVINS, ROCKY MOUNTAIN INSTITUTE
Let’s work together.

How can we help you make progress on your most important and intractable issues? Reos Partners takes a custom approach to every situation. To discuss yours, and how we might design a project that begins to address it, please contact one of our offices. We look forward to talking with you.

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