Generating Fresh Insights to Improve Support to Youth in Conflict Settings: An engagement with the what vs. how dilemma using polarity management

Peacebuilding M&E Solutions Forum

Workshop by:

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Purposes:

By the end of this session, participants will have:

1) gained fresh insights into how to better ensure the effectiveness of support to youth in conflict settings;

2) experienced the value and use of polarity mapping as a powerful tool for peacebuilding practitioners.
Some problems simply do not have solutions.

www.polaritypartnerships.com
Polarities are interdependent pairs that support a common purpose and one another.
stability vs. change

doing vs. being

long term vs. short term

process vs. outcome

centralization vs. decentralization

peace vs. justice
Polarities are not problems to solve.

They are dynamics to manage.
Decentralization

Centralization

One team
Coordination

In knots
bureaucracy

Liberty
Freedom
Release from
boundaries

Free for all
Confused
Divided
Decentralization +

Centralization

In knots bureaucracy

One team Coordination

Liberty Freedom Release from boundaries

Free for all Confused Divided

De-centralization +
Decentralization

Centralization

In knots bureaucracy

One team
Coordination

Liberty
Freedom
Release from boundaries

Free for all
Confused
Divided
Yemen’s National Dialogue Conference

**Formal process**
- Agreement and buy-in from major power holders
- Consolidation of elite power
- Civil unrest
- Return to violence

**Informal process**
- Legitimacy of the process
- Perpetuation of divides
- Return to violence
Sustainable Peace in Somalia

Centralized state authority
- National identity
- End clan based violence

Decentralized authorities
- Legitimacy of authorities
- Perpetuation of clan rivalries
- Return to violence

New grievances
- Return to violence
Sustainable Peace

Justice
- Repairs the system
- Mending the past
- Divisions persist
- Cycle of vengeance is unbroken

Mercy
- Healing
- Creating the future
- Systems and structures stay broken
- Cycle of vengeance is unbroken
Polarity Management can help:

• Simplify complexity without being simplistic

• Capitalize on diversity without alienating the diverse groups

• Provide predictability and stability amidst accelerating change

• Convert resistance to change to a resource for sustainable, ongoing change-ability
Polarity Management increases in value as the system or issue:

- Increases in complexity
- Increases in diversity
- Increases in speed of change
- Increases in resistance to change
Thanks for joining us!