

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

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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.

POLARITY MANAGEMENT™

*Identifying and Managing
Unsolvable Problems*

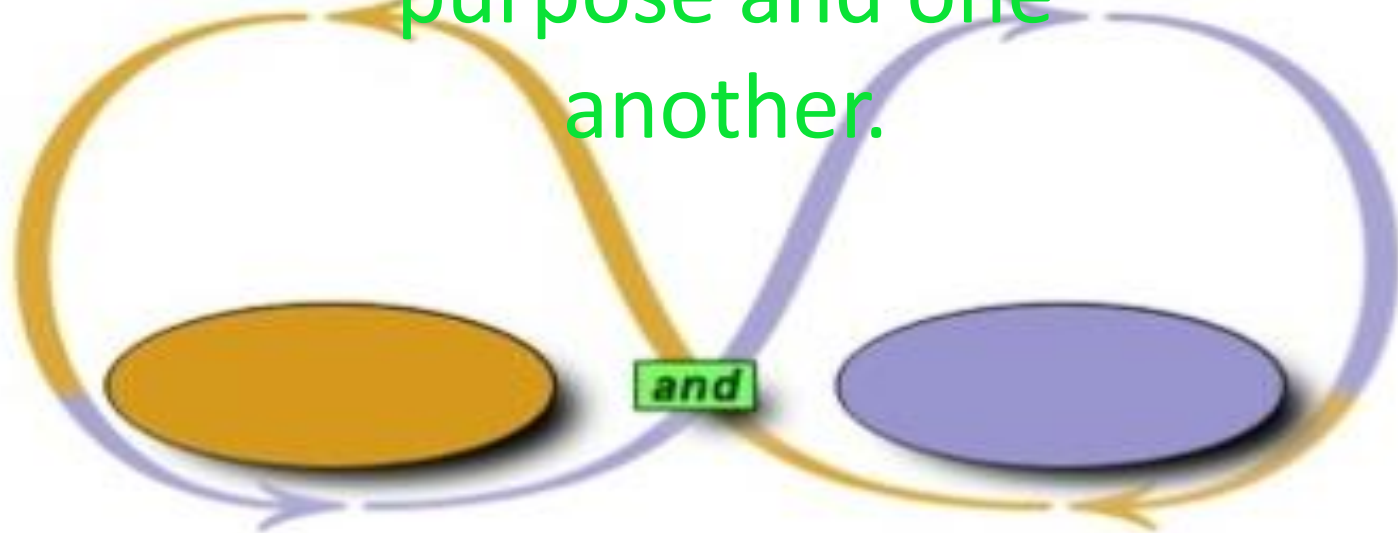


BARRY JOHNSON PH.D.

*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.

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One team
Coordination

Liberty
Freedom
Release from
boundaries

Centralization

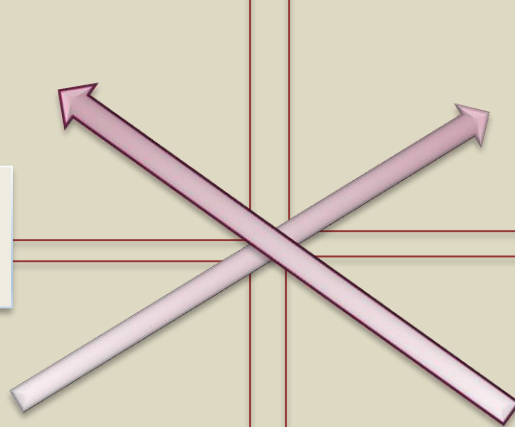
Decentralization

In knots
bureaucracy

Free for all
Confused
Divided

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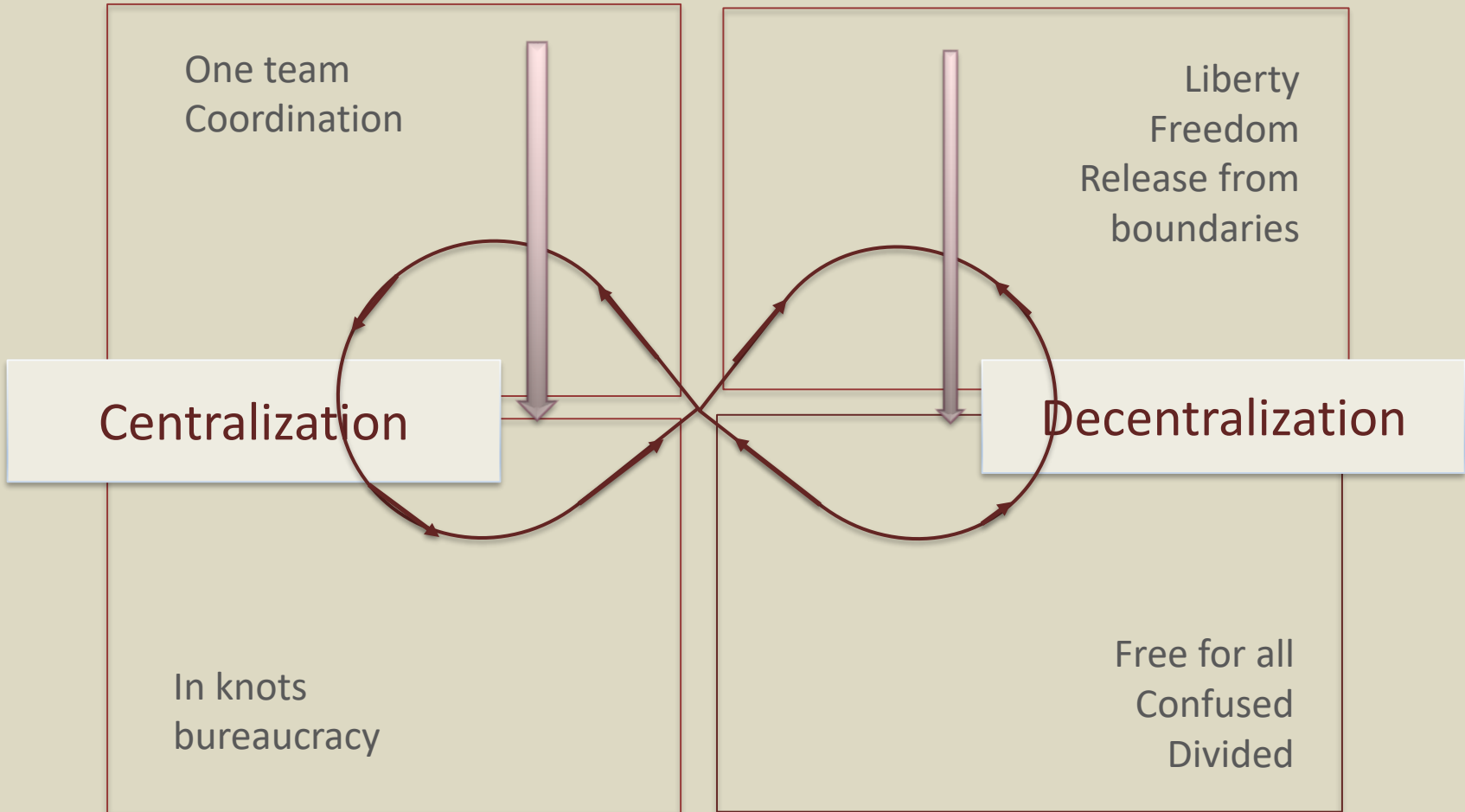
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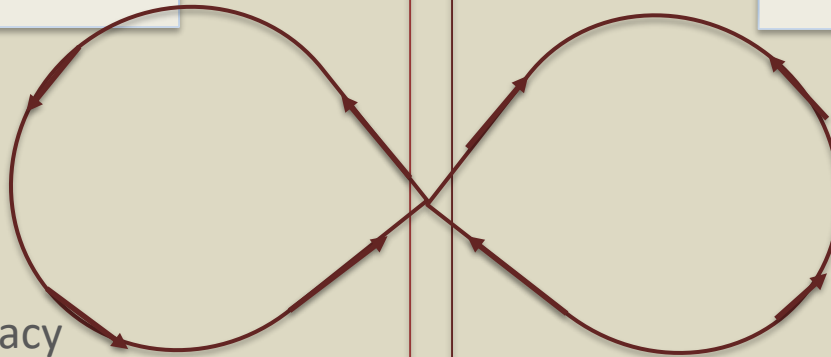
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Yemen's National Dialogue Conference



Agreement and buy-in
from major
power holders

Legitimacy of
the process

Formal process

Informal process

Consolidation of
elite power
Civil unrest
Return to violence

Perpetuation of
divides
Return to violence



Sustainable Peace in Somalia



national identity
End clan based violence

Legitimacy of
authorities

Centralized state
authority

Decentralized
authorities

New grievances
Return to violence

Perpetuation of clan
rivalries
Return to violence



Sustainable Peace



- Repairing the system
- Mending the past

- Healing
- Creating the future

Justice

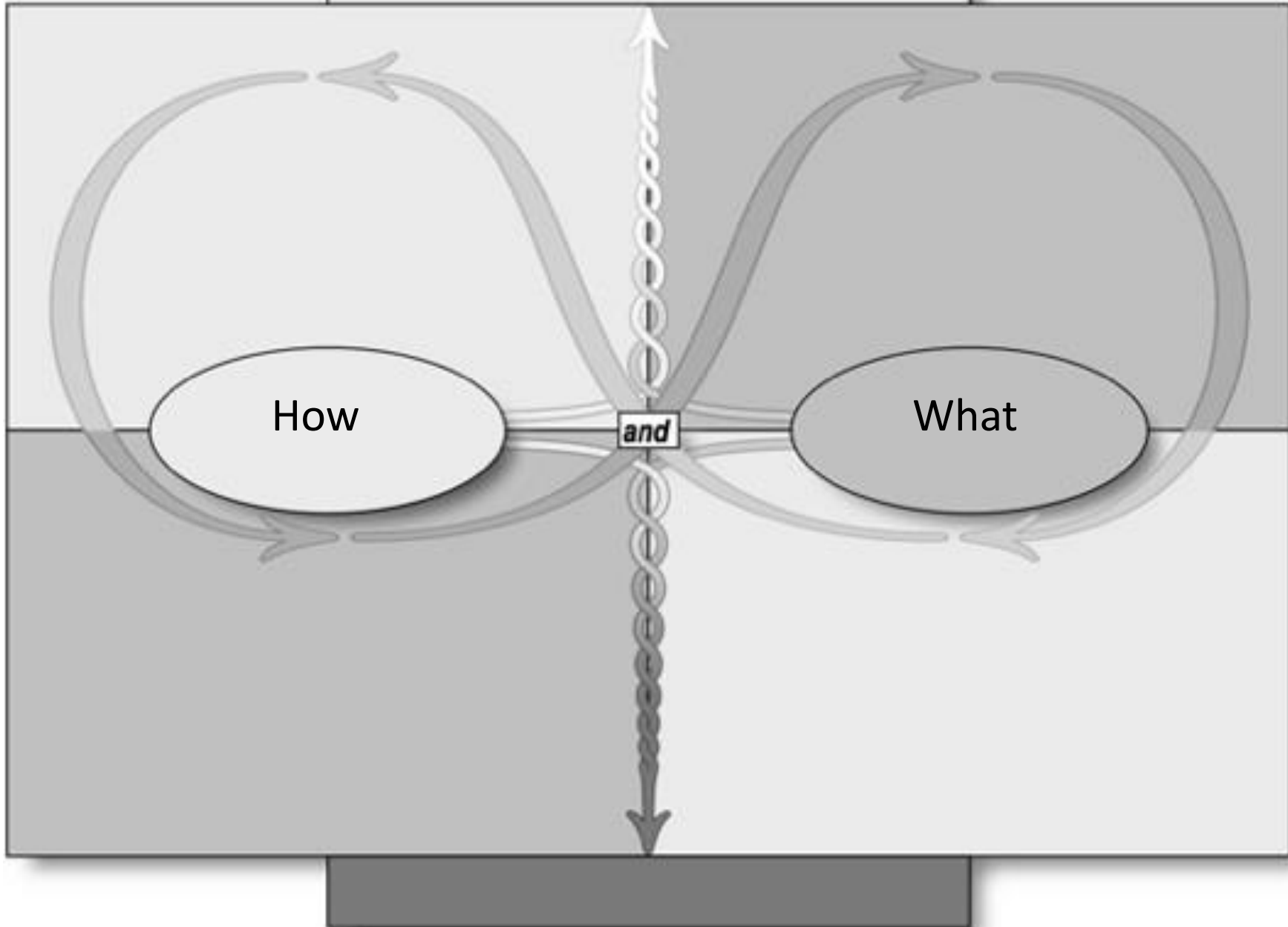
Mercy

- Divisions persist
- Cycle of vengeance is unbroken

- Systems and structures stay broken



Support Youth to Build Peace



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!*

