

# LEADERSHIP FOR EYE HEALTH SERIES

## Four Shifts for Systems Change

To achieve the ambition of the 2030 In Sight strategy and make the most of the upcoming Global Summit for Eye Health, we need to think and act differently. Technical solutions alone are not enough—we must change how we lead, collaborate, and scale our impact. This means embracing four critical shifts that define the transition from business-as-usual to system-wide transformation:

**From health to whole-of-society:** engaging sectors beyond health to address the social and economic drivers of vision loss

**From programmes to policy:** influencing long-term, system-wide change through policy and integration

**From competition to collective impact:** aligning efforts and working collaboratively to scale solutions

**From management to mobilisation:** empowering people and communities to lead and drive change

Use the **Shift Reflection Grid** to explore one of the four shifts in your context. As a group or individually:

1. Select one shift that feels relevant to your work.
2. Work through the reflection questions to examine where you are now, what change could look like, and what might help you get there.
3. Aim to identify at least one concrete action you or your organisation could take to help make the shift real.



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This exercise is intended to spark honest conversation, practical insight, and leadership thinking—at every level of the system.

<b>What does this shift look like in our day-to-day context?</b>	<b>What would it look like if we fully embraced this shift?</b>
<b>What is holding us back?</b>	<b>What could enable us to move forward?</b>
<b>What is one step that I (or my organisation) can take?</b>	

