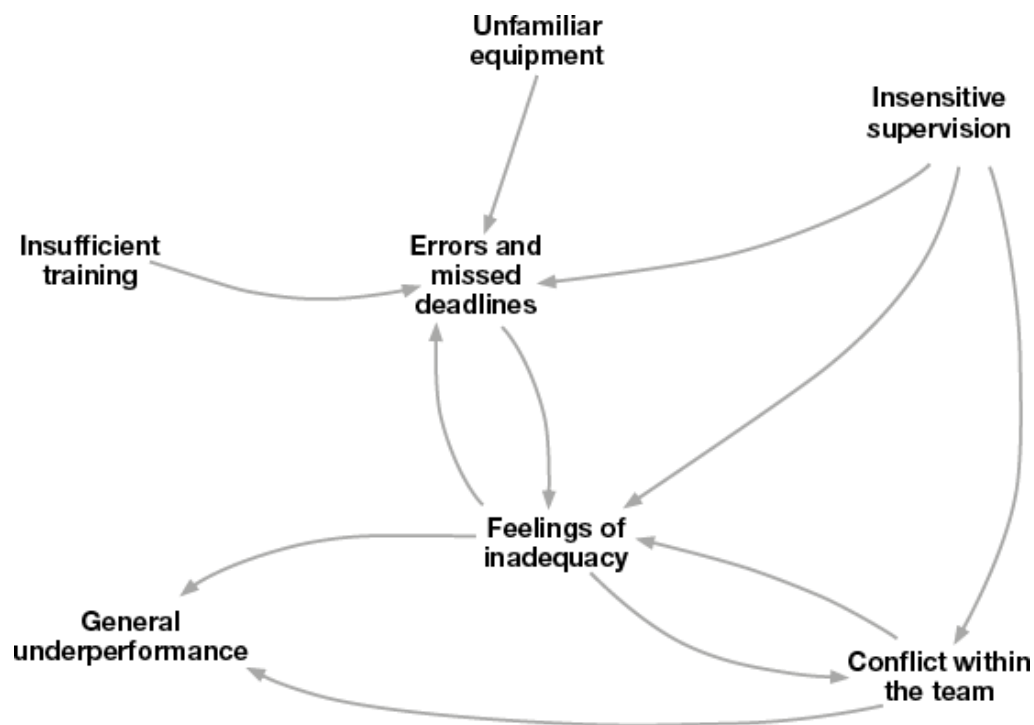


# LEADERSHIP FOR EYE HEALTH SERIES

## Multiple cause diagram



*Designed by Jake Chapman, The Open University, description from The Art of Leadership, The Leadership Centre.*

### What is this tool?

Multiple cause diagrams can help in seeing the root causes of problems, and giving a visual picture of how different causes interact.

### Why does it help for taking a systems approach?

Often when we design solutions to problems, we think we are tackling the cause of the problem. However, there are often multiple causes, all connected to each other than can impact the success of our solution. Taking time to fully examine the problem, and our viewpoint, can help us design solutions that more effectively tackle root causes.

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## Task:

Step 1: Choose one problem (just one!).

Step 2: Consider the primary cause of the problem “why is this happening?”. Connect the cause to the problem with an arrow.

Step 3: Now think about the causes of the primary cause. Ask again, “why is this happening?”. Connect the causes with arrows.

Step 4: Repeat this until all options have been exhausted, until there are no more answer to “why”

Step 5: Make sure all the arrows make sense. Do some things have multiple causes? Or multiple effects?

Step 6: Review the diagram and discuss what’s going on. Highlight what you think are the most important paths.

Step 7: Don’t ask how you can solve the problem. Ask “where can we begin?”. Consider which points would be most effective for an intervention.

