

# Rewiring Change: Unpacking the Why, What and How of Social Innovation

#RewiringChange



Group photo of the participants of the workshop



30–31 March 2025



Radisson MIDC, Mumbai

On 30 and 31 March 2025, the Rewiring Change workshop brought together 13 passionate changemakers from seven dynamic organisations. These included the ant (the action northeast trust), Seven Sisters Development Assistance (SeSTA), SCHCT, Dilasa JVP, Swayam Shikshan Prayog (SSP), The Nuh Impact, Shri Chaitanya Health and Care Trust, and Mphasis. The workshop offered an immersive experience in social innovation at Radisson MIDC, Mumbai.

It was hosted in partnership with the State Bank of India Foundation under Development Alternatives' Centre for Social Innovation and Inclusive Entrepreneurship (CSIE), with its special purpose vehicle Indian Micro Enterprises Development Foundation (IMEDF) as the logistics and delivery partner. The two-day workshop explored the "What, Why, and How" of designing impact using systems thinking, design thinking, and social innovation.

The sessions began with a welcome address by Shri Jagannath Sahoo, President and COO of the SBI Foundation, who underlined the value of



**Team brainstorming over identifying the major problems of the society and applying social innovation tools to chart out a systems map**



**Pitch presentations on systemic prototypes exploring avenues for women's leadership in Assam**

collaboration. He spoke about the importance of drawing from diverse organisational models and partnerships to build solutions that empower communities and grow with them.

Moderated by Rashmika Das and Debasis Ray from Development Alternatives, the workshop guided participants through a reflective journey. It helped them distinguish between conventional models of enterprise development and innovation-led approaches to entrepreneurship.

Participants mapped systems, reimagined responses to deep-rooted problems, and used comics as a creative storytelling tool to reflect on their organisations' past, present, and aspirations. The comic-making session became a space for playful yet powerful self-exploration, encouraging clarity and imagination.

A key focus of the workshop was narrative — how storytelling, backed by evidence and lived experiences, can shift mindsets and inspire meaningful change. Participants examined how their stories could not only inform but move people to action.

By the end of two days, the changemakers had reframed challenges, articulated ideas rooted in their communities, and refined their approaches to building lasting impact. The experience reinforced that development is not about delivering solutions from outside but about creating meaningful change together.

Participants captured the spirit of the workshop in their own words:

“Once we saw the system mapped out, it was clear where the disconnects were. Our job isn't to replace anyone. It's to connect the dots better.”

— Vaishalee Khadilkar, Vice President and COO, Dilasa JVP

“Even the simplest social problem has roots in culture, power, and access. Until we understand those layers, we're just putting band-aids on wounds.”

— Rhondení Kikon, Programme Director, the ant