

# Investigation

CATALYSING YOUR ABILITY TO THRIVE!

CULTIVATING BELONGING • COMMUNITY DRIVEN DESIGN •  
STRENGTHENING SOCIETIES • BUILDING FUTURES



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# Our Values

## VISION

Instigation guides communities to **claim their own futures**—not as service recipients, but as empowered actors. Through asset-based approaches, local leadership is amplified; through sustainable livelihood design, prosperity is rooted in resilience.

### **Build What's Strong, Not What's Wrong:**

Help communities identify and mobilize local assets and existing resources for change.

### **Participation Is the Practice:**

Elevate lived experiences and real-time community adaptation.

### **Community-driven Economies:**

Reflect local identity, support regeneration, and reduce dependency

### **Change Happens Together:**

See communities as networks of talents and possibilities.

### **Belonging Is a Design Principle:**

Ensure people are recognised, rooted, and able to contribute.

## VALUE PROPOSITION

Bringing a unique blend of storytelling, systems thinking, and deep community practice, Instigation helps catalyse transformative change—making development local, rooted, and lasting. Driven by three foundational principles:

# Our Approach

## PRINCIPLES

### **Assets, Not Needs –**

Builds on people's strengths and existing resources rather than focusing on deficits.

### **Inside-Out Leadership –**

Facilitates community-owned processes where residents set the agenda and lead implementation.

### **Holistic Sustainability –**

Balances social, economic, and environmental goals to catalyse enduring outcomes.



# Integral Leadership

Integrity facilitates strategies that strengthen inclusion, diversity, and equity—key components of Integral Leadership. At its core, integrity stems from **Integral**, meaning essential to wholeness—closely tied to belonging. **Belonging** allows individuals to fully contribute, lead, and be valued for both their unique perspectives and shared goals.

Equity, inclusion, and diversity are the three pillars that support belonging. Like the legs of a stool, removing one weakens the whole. **Equity** provides structure, **Diversity** broadens perspective, and **Inclusion** ensures cohesion—but none can succeed in isolation.

Our Integrity Leadership framework builds the balance and capacity needed for these pillars to support lasting belonging across teams, organisations, and communities.

# Head

# Instigator



## Alycia Lee

*Founder*

She is a community practitioner and facilitator committed to creating inclusive, asset-rich environments where people feel seen, heard, and empowered to reach their best potential. Through her work at Instigation, she adopts a grounded, human-centred approach to community development—supporting organisations, municipalities, and grassroots leaders in co-creating spaces of belonging, self-determination, and sustainable futures. With years of experience facilitating across the globe, diverse cultures, and sectors, Alycia specialises in designing participatory processes that rebuild trust, ignite imagination, and mobilise community-led change.

LinkedIn: [Alyciarenee](#)

# Core Practices

## Participatory-Driven Facilitation & Co-Design

- Deep Listening Spaces: Crafts environments where people can show up as they are through dialogue, story circles, and embodied methods
- Human Centered Co-Design Frameworks: Guides communities through co-creation from visioning to implementation.
- Power-Sharing Tools: Uses participatory mapping, world cafés, and interactive journeys for community ownership.



# Core Practices

## Creating Belonging & Psychological Safety

- Relational Infrastructure: Weaves stronger ties across differences with shared values and lived experience.
- Equity in Practice: Designs equitable, multilingual, multimodal spaces that welcome underserved and marginalized voices and power.
- Narratives of Possibility: Moves communities from trauma to coherence utilizing personal autonomy, storytelling, cultivating winning habits, and inclusive practices.



# Core Practices

## Community Capacity Enrichment

- Facilitation & Mobilization: Expert at guiding inclusive workshops, training local youth and leaders, and connecting diverse stakeholders to foster collective action.
- Story-driven Engagement: Leverages participatory, narrative and visual techniques to inspire personal and communal ownership, dialogue, and contribution.



# Core Practices

## Asset-Based Community Development (ABCD)



- Customised Experiences interventions that align with local policy, environmental context, and sectoral networks for sustainable change.
- Strength-based Mapping: Adopts ABCD methodology rooted in identifying community resources, networks, and capacities.
- Participatory Design: Centres community members as change agents—organizing around shared interests and allowing communities to self-determine development paths.

# Core Practices

## Asset-Based Community Development (ABCD)

- Participatory Design: Centres community members as change agents—organizing around shared interests and allowing communities to self-determine development paths.
- Capacity Building: Coaches facilitators and civic actors to mobilize local assets, amplify social fabric, and ensure interventions thrive from within.



# Core Practices

## Sustainable Livelihoods & Local Resilience

- Economic Empowerment: Develops livelihood strategies that resonate with local based economies —promoting entrepreneurialism, cooperative models, and circular resource use.
- Resilience & Adaptation: Integrates sustainable practices—environmental stewardship and regenerative design—tailored to local contexts.
- Adaptive Learning: Implements adaptive frameworks emphasizing people’s agency, ongoing learning, and iterative feedback systems.



# Our Methodologies

- Art of Hosting
- Active Listening
- Appreciative Inquiry
- Business Model Generator

- Certified Heroic Workshop Facilitator & Coach
- Co-Creative facilitation
- Decolonisation
- Design/Dialogue Learning

- Asset-Based Community Development
- Ethnographic Research
- Harvesting
- Human Centred Design
- Go Deep Facilitator
- Oasis Game
- Open Space
- Participatory Learning
- Performing Arts & Media

- Pro-Action Café
- Storytelling
- World Café
- And more!

# Our Offerings

## **FACILITATION & CUSTOMISED JOURNEY DESIGN:**

Participatory events, community assemblies, cross-cultural labs. Developing tailored explorations and livelihood strategies for NGOs, municipalities, and social enterprises.

## **CO-DESIGN & STRATEGY:**

Community plans, asset maps, participatory design and building adaptive feedback loops.

## **TRAINING & COACHING:**

Capacity-building for community leaders and facilitators.

## **CAPACITY DEVELOPMENT**

Provides training, mentoring, and co-design support to embed participatory approaches public services, social systems, and community initiatives.

# Experience

## Examples

Co-leading community design processes for municipalities, organisations and ministries

Supporting grassroots initiatives in the Global South, The Americas and Europe.

Delivering ABCD and facilitation training to NGOs, CBO's and cooperatives.

Designing multicultural strategies for diverse populations.  
Delivering relevant live skills courses for leaders and communities like Digital Minimalism Friendship, Dealing with Challenges and more!

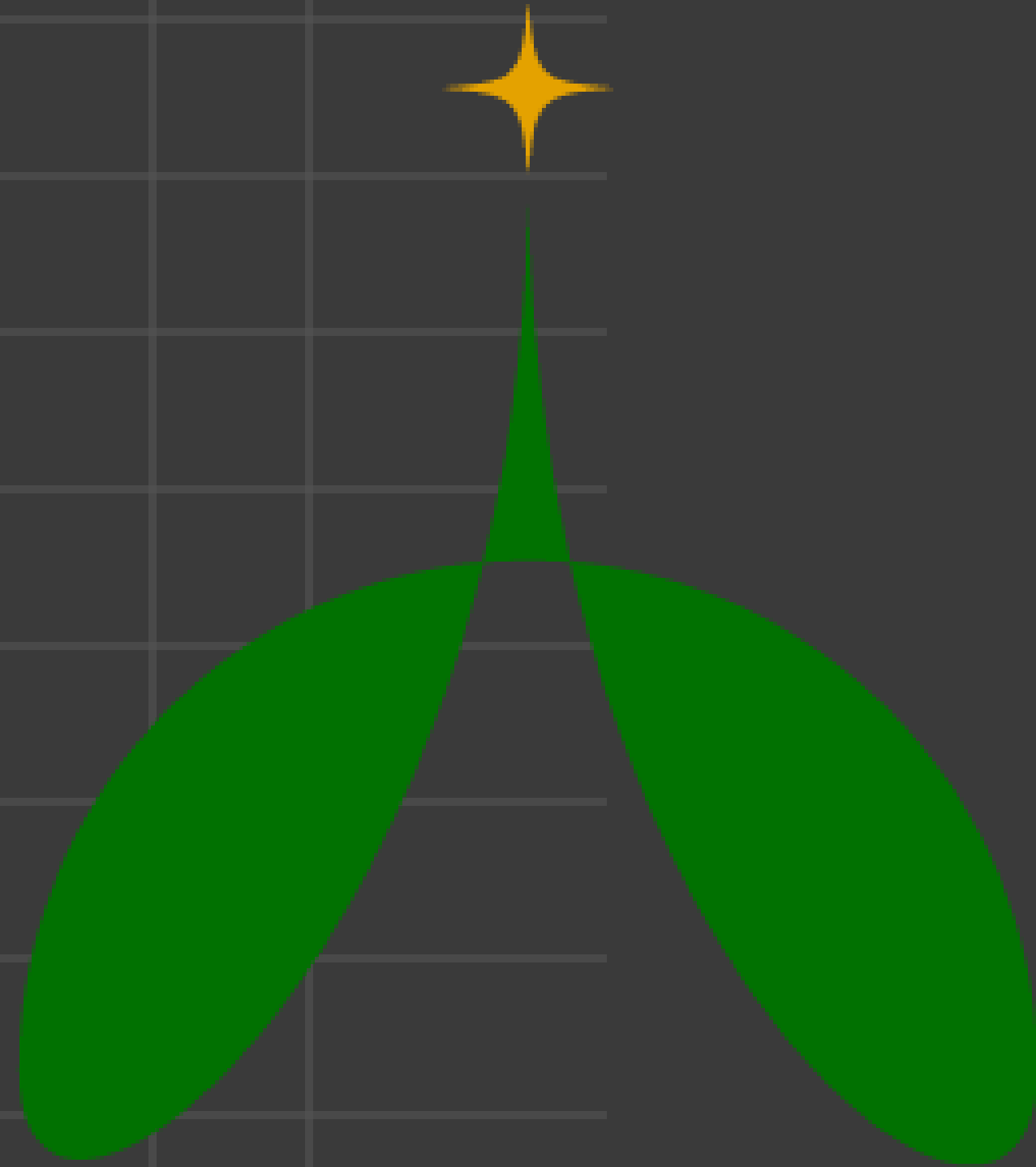
# Why Choose Instigation?


**LET'S CREATE BELONGING TOGETHER.**

Instigation brings rare depth in both relationship-centered facilitation and systemic thinking. Our founder offers presence, clarity, and an ability to create spaces where transformation feels possible and collective.



# Lets Connect



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