



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

**Edrych o dan wyneb problemau drygionus:
gweithredu heddiw, er mwyn cenedl iachach yfory**

**Looking beneath the surface of wicked problems:
acting now for a healthier tomorrow!**

Nid yw pob problem yr un peth Not all problems are the same

Sympl



Simple



Dyrys



Complicated

Ansicrwydd
Uncertainty

Cymhleth

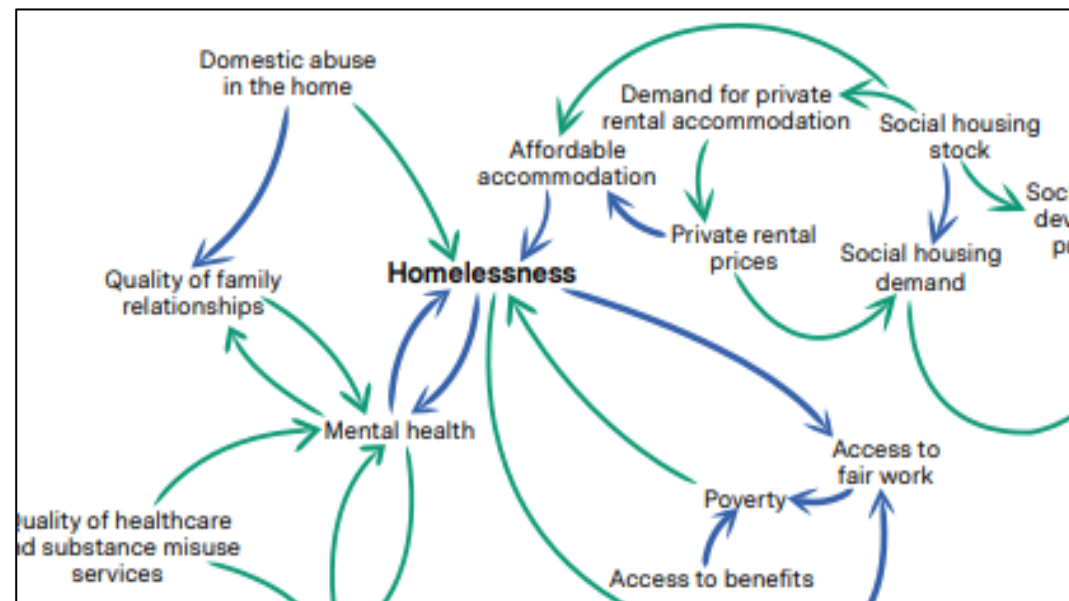
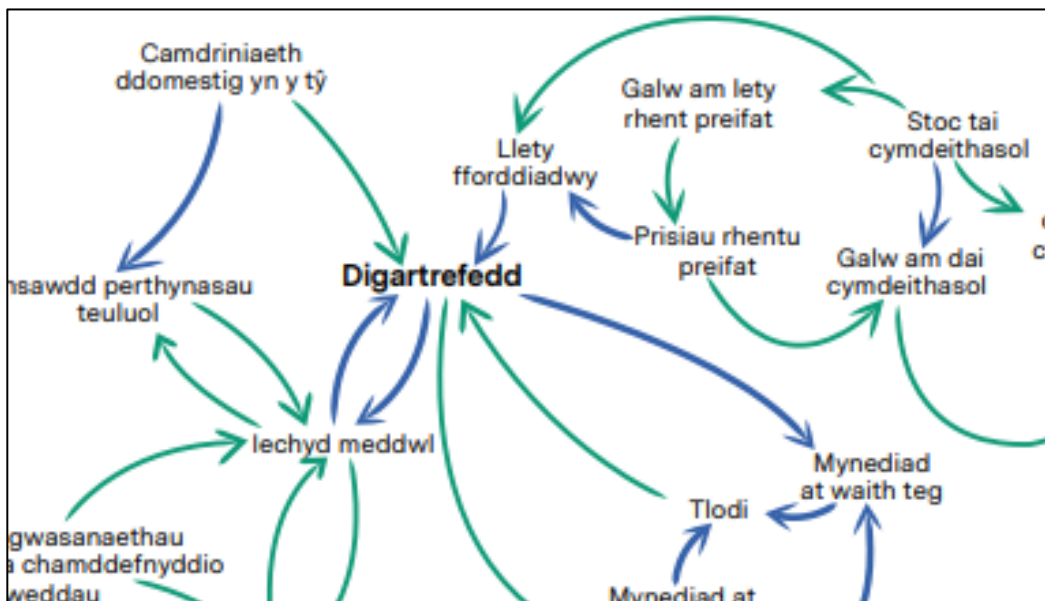


Complex



Sefyllfaoedd cymhleth – digartrefedd fel enghraifft

Complex problems – the example of homelessness



“...set ryngweithiol o broblemau...na fydd yn cael eu datrys gan unrhyw ffocws syml, sengl na chul”

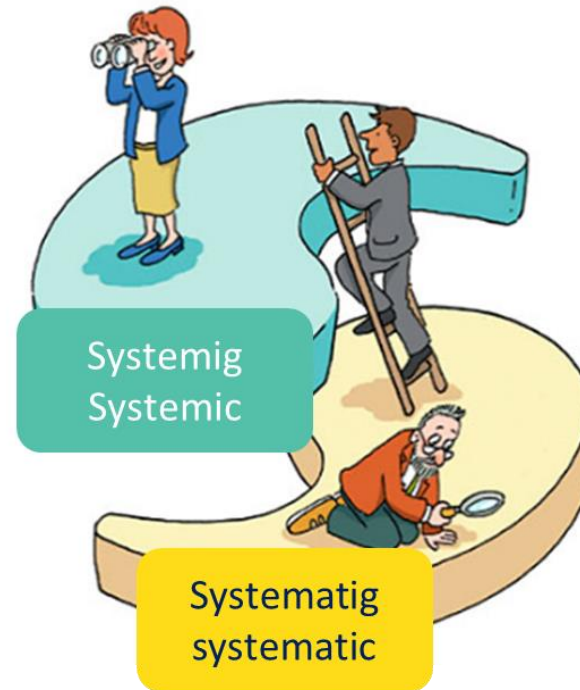
“...an interacting set of problems...that won't be solved by any simple, single, narrow focus”

Russell Ackoff

Dull meddwl trwy systemau

A systems thinking approach

- Ffordd o ddeall ac ymateb i broblemau cymhleth
- Symud y tu hwnt i ymyriadau a phrosiectau seilo
- Cefnogir gan offer a dulliau



- A way to understand and respond to complex problems
- Moves beyond siloed interventions or projects
- Supported by tools and methods

Model mynydd iâ meddwl trwy systemau

Iceberg systems thinking model



Model mynydd iâ meddwl trwy systemau

Iceberg systems thinking model

Digwyddiadau



Events

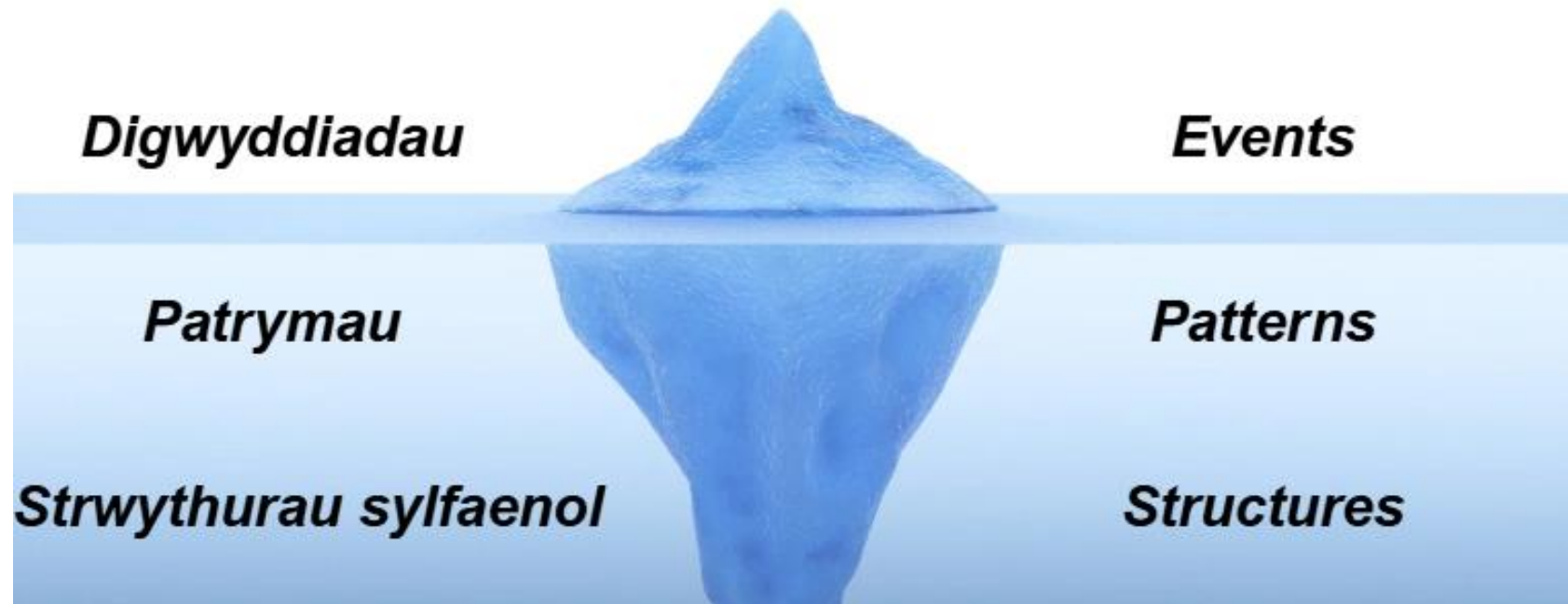
Model mynydd iâ meddwl trwy systemau

Iceberg systems thinking model



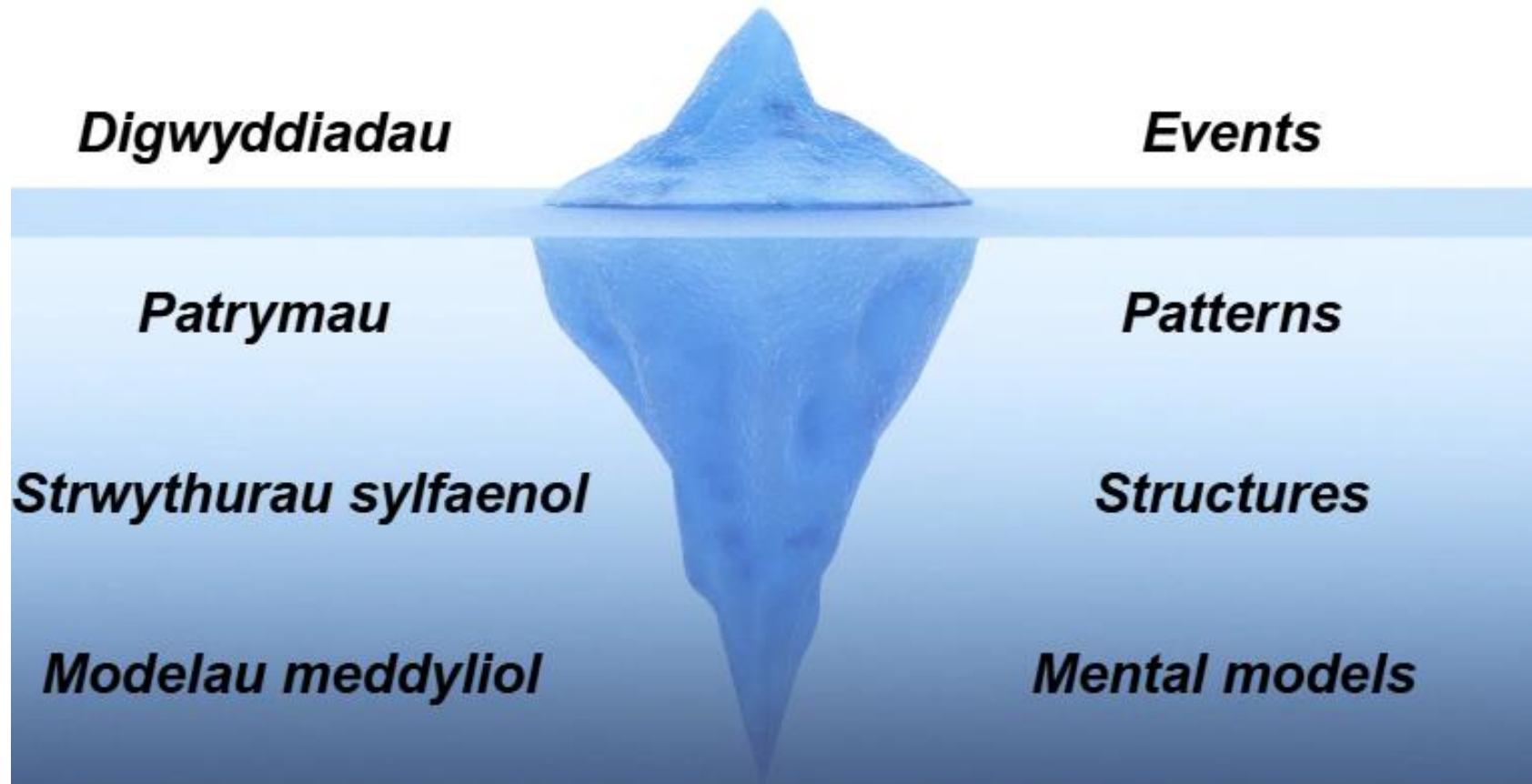
Model mynydd iâ meddwl trwy systemau

Iceberg systems thinking model



Model mynydd iâ meddwl trwy systemau

Iceberg systems thinking model



Enghraifft – y broblem

An example – the problem

- Diffyg amrywiaeth mewnbwn cymunedol i ddatblygu cynllun iechyd
- Cyfraddau ymateb yn gostwng
- Arolygon ar-lein ac arolygon ysgrifenedig ffurfiol Adborth
- Mae'n ofynnol i ni ymgysylltu a darparu modd i'w wneud



- Lack of diversity of community input into health plan development
- Response rates decreasing
- Online surveys and formal written feedback
- We are required to engage and provide a means to do it

Enghraifft – yr ymyrraeth

An example – an intervention

- Nifer o fecanweithiau gyda safbwyntiau amrywiol yn cael eu clywed
- Mecanweithiau mwy amrywiol yn cael eu cyrchu
- Caniatáu i gymunedau reoli gwaith ymgysylltu eu hunain
- Mae cymunedau yn y sefyllfa orau i benderfynu sut



- Multiple mechanisms with diverse views heard
- More varied mechanisms accessed over time
- Allow communities to control their own engagement
- Communities are best placed to decide how they contribute

Gweithgaredd 1

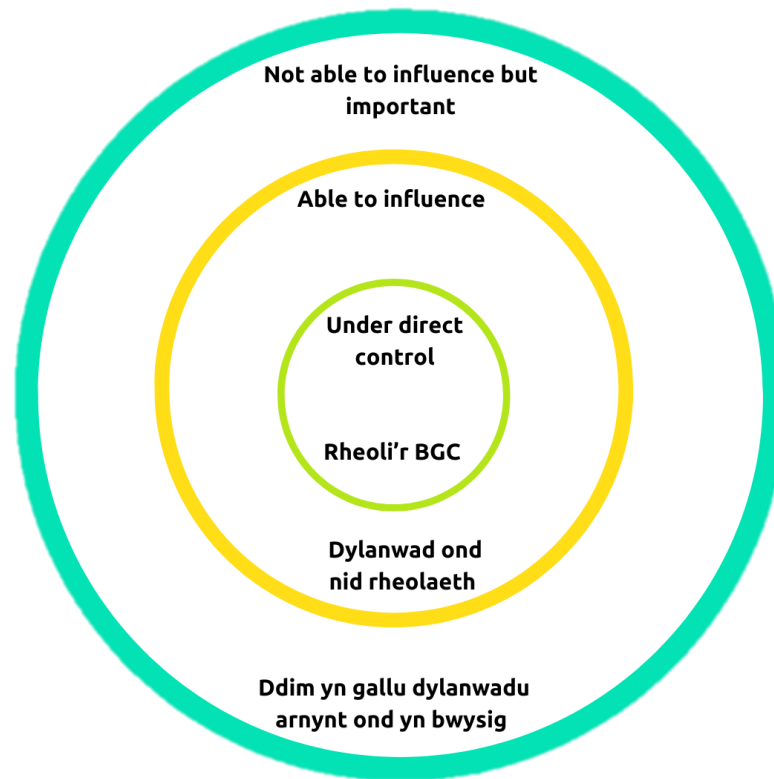
Activity 1

- Gan ddefnyddio'r model mynydd iâ:
 - Ystyriwch beth yw'r patrymau, y strwythurau a'r ffyrdd cyfredol o feddwl sy'n cadw'r broblem ddrygionus hon yn ei lle **(15 munud)**
 - Ystyriwch ffyrdd o feddwl a strwythurau amgen **(5 munud)**
- Using the iceberg model:
 - Consider what the current patterns, structures and mindsets are holding this wicked problem in place **(15 mins)**
 - Consider alternate mindsets and structures **(5 mins)**

Gweithgaredd 2

Activity 2

- Ystyriwch eich meysydd dylanwad chi neu'ch sefydliad wrth newid ffyrdd o feddwl neu strwythurau



- Consider you or your organisation's spheres of influence in changing mindsets or structures

Adnoddau Resources

- [The Iceberg Model - NPC](#)
- [Systems Thinking Hub | OpenLearn - Open University](#)
- [Llunio Lleoedd ar gyfer Llesiant yng Nghymru - Iechyd Cyhoeddus Cymru](#)
- [Shaping Places for Well-being in Wales - Public Health Wales](#)