Wezesha Impact

Theory of Change

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A Theory of Change is perceived to be complex.
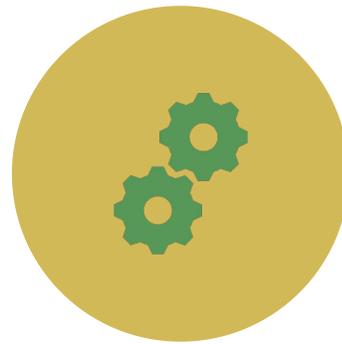
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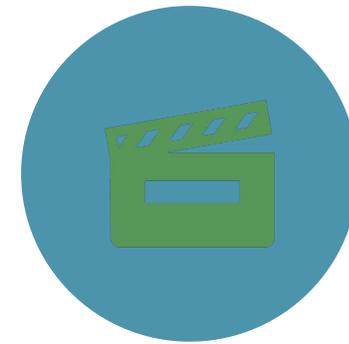***** Theories of change are actually simpler than you think.

The ToC is just a road map. – It is centered around the **How & Why?**

ROAD MAP

ENGINE OF CHANGE.

THEORY OF ACTION.

The Theory of Change –

Is **an on-going process of reflection to explore change and how it happens** –

and what that means in a particular context, sector, and/or group of people.

It is a process designed to depict how a complex change initiative will unfold over

time.

- It's the articulation of **how and why** a given set of interventions will lead to **specific change** following a generally straightforward **"if/then"** logic

Why - The Theory of Change

Helps you to be:

A) Thoughtful,

B) Deliberate,

and

C) Effective in our interventions.

ToC Visualization

Imagine you are **chronically late for work** and your goal is to **get to work on time**

Goal – Get to work on time
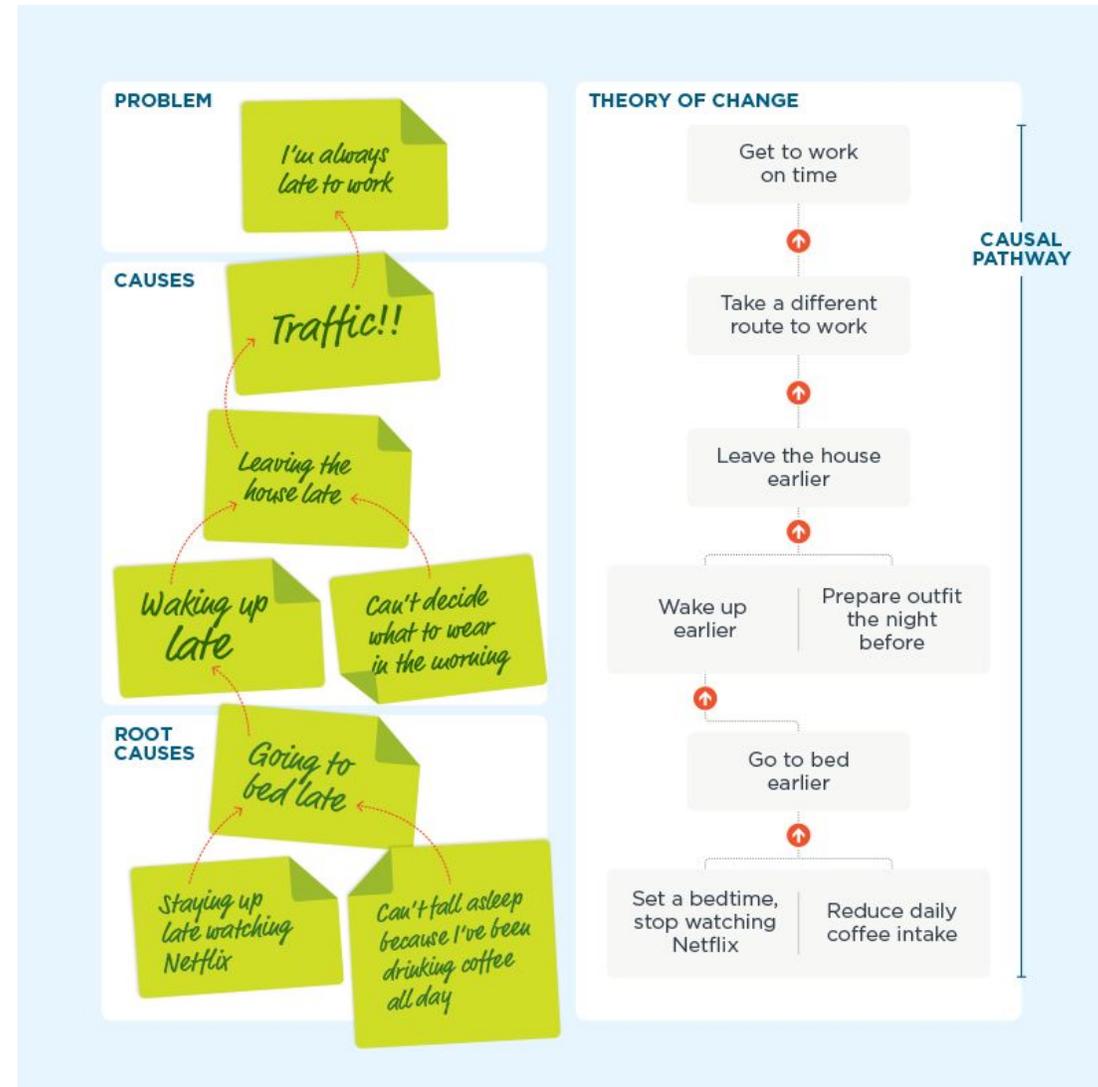
Problem – Chronically late for work

ToC - **Solutions/interventions** MUST match the **root causes of the problems**

ToC

Solutions/interventions

MUST match the

Root causes of the problems
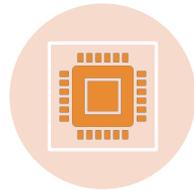
Activity - Creating a ToC

The simpler and easier it is to follow a ToC, the easier it is for others to carry on the work, monitor progress against the ToC, and adjust accordingly.

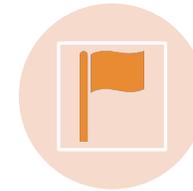|					
TAKE OUT A FEW STICKY NOTES AND HAVE YOUR PEN	NOTE DOWN THE MAJOR PROBLEM AND THE CONTRIBUTING PROBLEMS AS SEPARATE STATEMENTS, EACH ON THEIR OWN STICKY NOTE.	ORDER THEM FOLLOWING THE **"IF/THEN" LOGIC**.	WRITE DOWN CORRESPONDING SOLUTIONS ON SEPARATE STICKY NOTES AND ORDER THEM IN THE SAME FASHION.	DOES THE ORDER OF YOUR SOLUTION STATEMENTS MATCH YOUR PROBLEM STATEMENTS? IF THE ANSWER TO THESE QUESTIONS IS NO, IT CAN BE A RED FLAG TO RE-EXAMINE YOUR LOGIC.	PARTICIPANTS SHARE

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Conclusion

A good ToC in place that is

- Plausible,

- Feasible, and testable,

We are better able to not only articulate what we think success will look like but how we will know if we are on track over time.

We will have a theory around what the project is **"supposed to look like," a strategy to accomplish it, and a plan to know if our intervention is working as the project goes on.**