

5 days

# Theory of Change & Strategic Planning



## Understand our contribution to social change

This course gives you the opportunity to better understand how social change happens and your contributions to it. It also provides you with innovative tools for strategic planning. The action-learning process you engage in enables you to develop a Theory of Change to support and improve your ability as a development practitioner.

### Why choose this training course

This is an opportunity for you to engage in a multi-cultural learning environment that allows you to collectively explore how to facilitate multi-stakeholders processes. You critically reflect on the latest thinking around Theory of Change, and learn to use a Theory of Change approach to Strategic Planning. Where possible, it is useful to have two people attend from the same organisation. No prior knowledge in ToC is needed.

### What you will learn

Innovative teaching-learning methodologies are used to explore different dynamics and through group work you understand the key concepts of Theory of Change and Strategic Planning. We critically reflect on our assumptions and their effect on influencing change. Applying participatory and other development methodologies you see your project through a Theory of Change lens.

### Daily Course Objectives

Subject to change to reflect participants' needs.

#### Day 1

##### Overview of Theory of Change and Strategic Planning

- definitions and key concepts - 4 Dimensions of Theory of Change
- relationship with M&E: complementarities and innovations
- desired change: understanding how change happens
- Ecosystem Analysis.

“The training removed the fear and mystery I had of Theory of Change. At the end of the day it is what change is desired and then working towards it through consultative and participatory processes.”

Samu Nesbert, Principal Director of Programmes,  
Parliament of Zimbabwe

#### Day 2

##### Developing a Theory of Change

- assess our work: attribution or contribution to change?
- meta-skills and self-development in the ToC process
- explore pathways of change: alternative ways to contribute to change
- the power of assumptions: how does our thinking affect our actions?



#### Day 3

##### Complexity, power and learning for social change

- stakeholder engagement: understanding complexity and power dynamics
- develop pathways of change: alternative ways to contribute to change
- indicators of change: how we know we are contributing to change.

#### Day 4

##### Strategic Planning for Adaptive Strategies

- scenario building to improving contribution strategies
- 6 steps for future planning
- reflect on our assessment practices.

#### Day 5

##### Returning to work and integrating learning into practice

- revisit our M&E system from a different perspective
- meta-skills for facilitating Theory of Change processes
- learning synthesis and steps forward.

**How long:** 5 days

**Cost:** £2350

Please note if your sponsor is registered in the UK, VAT will be added to this course fee at 20%. Which is reclaimable for all registered charities.

For the latest course dates, locations and booking deadlines please see our website or get in touch.

And for help and advice with planning your in-house training or consultancy needs contact us today.



“This course helped me to achieve my objectives on contribution assessment. I've gained tools and meta skills for facilitating TOC process. I will recommend IMA International courses to my colleagues and friends.”

**Laoliroli Ayebonin  
Armel Laurent, M&E  
Partnership Capacity  
Strengthening, Catholic  
Relief Services**



Trust, Relationships and Innovation

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