



# One-page Theory of Change

## System outcomes we want to see:

- > Raises staid expectations and lowest common denominators.
- > Increases people's' capabilities, power, agency and control.
- > Embraces loss, and resilience; and removes shame and stigma
- > Meaningfully activates informal resources and relationships.
- > Mirrors continual growth versus stuckness & risk aversion.

## Behaviour change needed:

- > **Leaders & system** players listen, take cues from the bottom-up, re-calibrate power, and model an inquiry led culture.
- > **Managers & leaders** embrace new ways of knowing, understand what happens on-the-ground, and imagine what could change.
- > **People and staff** redefine their roles, make decisions, and interact in more reciprocal ways.
- > **Community members** actively share their talents, support one another, and do less othering.

## Activities we do to get people & organizations to these behaviours:

### Pre-contemplation

We raise consciousness and encourage self-exploration through our learning catalogue.

### Contemplation

We prompt deep reflection through our readiness research & playback.

### Preparation & Action

We guide commitment of individuals and organizations through team coaching, modeling, and feedback.

### Action & Sustaining

We set up data systems and HR practices that enable counter conditioning, to hold space for humility and experimentation.