
Theory of Change for Planning and Impact Assessment Face to Face Training



This course introduces the elements of Theory of Change and offers the opportunity for participants to apply and experiment with the key ideas and processes using their own case studies as well as illustrative case studies presented by the course facilitator.

Conceptually clear and very practical, this course will equip staff with the knowledge and skills to consider which elements of Theory of Change they can apply in their own organisational setting and how best to go about it. Hands on exercises will support participants to implement their learning during the course.

Objectives of the course

By the end of the training participants will:

- Be able to describe what Theories of Change involve and the rationale for using them.
- Be able to identify how and when they should be developed and how they inform and complement other approaches to planning, evaluation and impact assessment.
- Have increased confidence in working through the steps and processes involved in developing and using Theories of Change, both for planning and impact assessment.
- Have worked through pre-selected case studies and reflected on their own work in order to explore and apply elements of Theories of Change to specific planning or impact assessment tasks.
- Considered how and when to apply learning from impact monitoring and assessment to reviewing Theories of Change, reporting to donors and to beneficiaries.
- Have explored ways to facilitate and promote Theory of Change approaches within their own organisation.

Intended audience

The course is designed for programme managers and those who are actively involved in planning, evaluating, and assessing the impact of programmes who have some experience of project cycle management and M&E. Those who are about to undertake a Theory of Change process or an impact assessment are welcome to bring their own case study to work on during the course.

Additionally, those who are hoping to use Theory of Change approaches in the future will also find the content relevant. Some familiarity with Theory of Change approaches is beneficial though not essential as pre-course reading will be given to participants in preparation for the course. Where possible, we recommend that two or more individuals attend from one organisation.

Core content areas

- Understanding how change happens within given contexts

- Identifying your role in contributing to these changes
- Developing a causal pathway illustrating how your efforts will contribute to identified changes
- Identifying the assumptions that will need to be tested throughout the life of a programme
- Continuously monitoring change, your change pathway, and testing your assumptions
- Critically reflecting on your change pathway and your role in light of emerging changes (expected and unexpected) and adapting to these
- Exploring how to facilitate elements of ToC in your own organisations both for planning and assessing impact

Course format and costs

This course is non-residential delivered over 5 days face-to-face in Oxford, UK.

The cost of this course is **£1195 non-residential** which includes training materials, lunch and refreshments.

Individual coaching

Individual, tailored coaching will support you to apply your learning from the course to your work, and offers the opportunity to work through current challenges, difficulties and opportunities with a highly experienced practitioner.

Individual coaching is offered to course participants at a discounted rate of **£50 per 50-minute session** (usually priced at £120 per session).

More information

Please contact the INTRAC Training Team:

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INTRAC is accredited as a non-collegiate provider by the British Accreditation Council for Independent Further and Higher Education.

