Theories of change
Theories of people

Ben French

Oxford Policy Management

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Team

How do individuals understand – their objectives team objectives

Is the team bought in?

FORMING: tyranny of the logframe!

STORMING: do you trust me?

1. M&E is seen as a chore, tick-box exercise leading to low interest.

2. M&E is seen as an auditor leading to anxiety, gaming and perverse incentives.

3. Funder needs reassurance that programme is achieving its objectives.

Trust rules the roost
Constantly working to reinforce learning
NORMING: the ToC becomes the norm

Facilitated

One vision and way of seeing the programme

Kerry Selvester

MEL WORKSTREAM LEAD
NORMING: the ToC becomes the norm

Facilitated

One vision and way of seeing the programme

"what do you hope to achieve with the intervention?"

Objectives aligned?

Develop one narrative (theory of change)

Accountability with respect to public resources

Greater accountability

implement initiatives

Develop a set of initiatives that lead to fairness and accountability

Collect ideas from a wide range of stakeholders

Determine what fairness, communal approaches and accountability have in common

"which information do you need?"

We as implementers want to know whether an intervention really works.

This is also what the funder wants to know (and helps to reassure them).

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PREFORMING: can see & touch ToC

Elevator pitch
ToC = objective
Objective = ToC

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Thank you