

# Are You Sure That's Where You are Going?

*Defining Your Organization's Theory of Change  
and its Role in the Nonprofit Ecosystem*

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# Detachment

reveals the great paradox of life: In order to acquire something, you have to relinquish your attachment to having it.

~Tamara Lechner



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# Objectivity

allows us to dispense with preconceived notions,

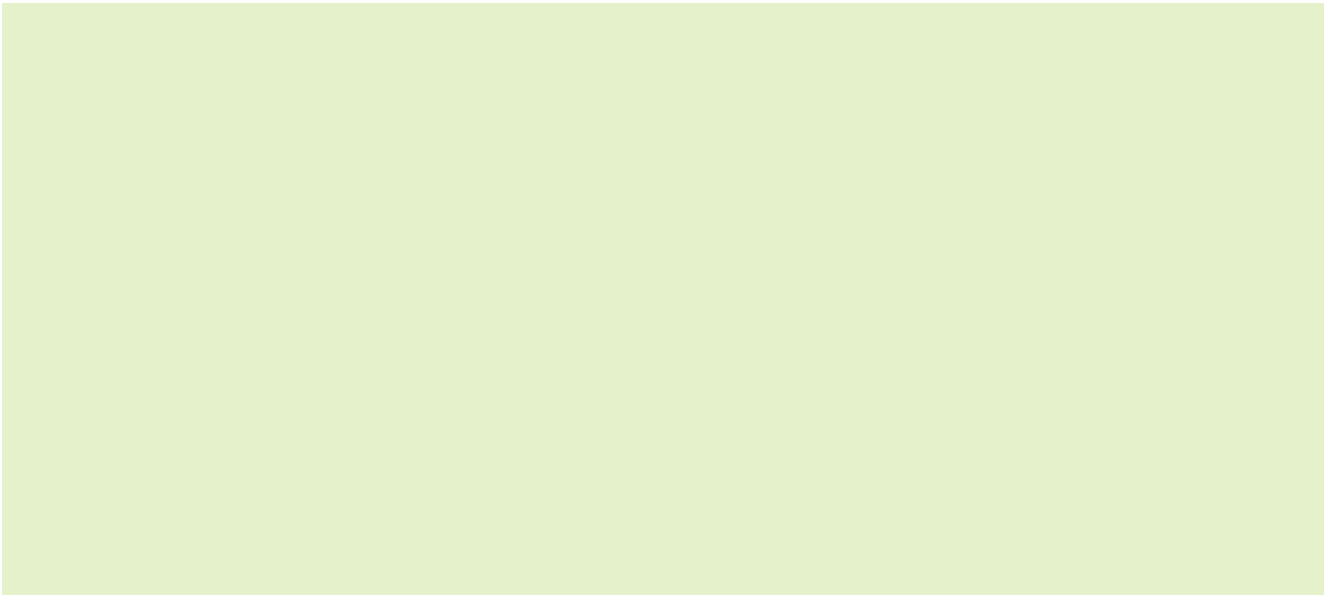
be honest  
about what  
we are doing,

and collaborate,  
rather than act  
territorially.



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This is a clean slate.



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# Theory of Change

1. Identifying long-term goals
2. Backwards mapping and connecting outcomes
3. Completing the outcomes framework
4. Identifying Assumptions
5. Developing Indicators
6. Identifying Interventions



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# Results-Based Accountability

|        | Quantity                                    | Quality                                     |
|--------|---|---|
| Effort | How much service did we deliver?<br>#       | <b>How well did we deliver it?</b><br>%     |
| Effect | <b>How much change did we produce?</b><br># | What quality of change did we produce?<br>% |



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# Local Ecosystem



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