

CCI Theory of Change: *A brief discussion guide*



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A theory of change . . .

- invites deep discussion of the process of change to achieve the vision
- outlines causal linkages or key actions and shifts required to move from the present reality to the desired future.
- becomes instrumental in clarifying needed work and building a sense of team with a common task.
- conveys purpose to broader audiences. It brings clarity and shared focus to those working toward a common ends.

Vision for a New Reality: Imagining Success



How are you currently focusing your thinking about your vision for a new reality? How are you imagining the next level of strategy [5 years out], as you navigate uncertain times?

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Foundation for Change: Naming Key Strengths



What are your core strengths on which to build? Where is your foundation for change?

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Pathway to drive change: Exploring Key Actions



If you only could focus on 1-3 key projects to guide you toward your imagined success, what would they be? What likely will drive change?

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Benchmarking progress: Key Performance Indicators



What do you currently track that would inform this path to success? What could you easily track?

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