VICTORIAN INFRASTRUCTURE DELIVERY AUTHORITY

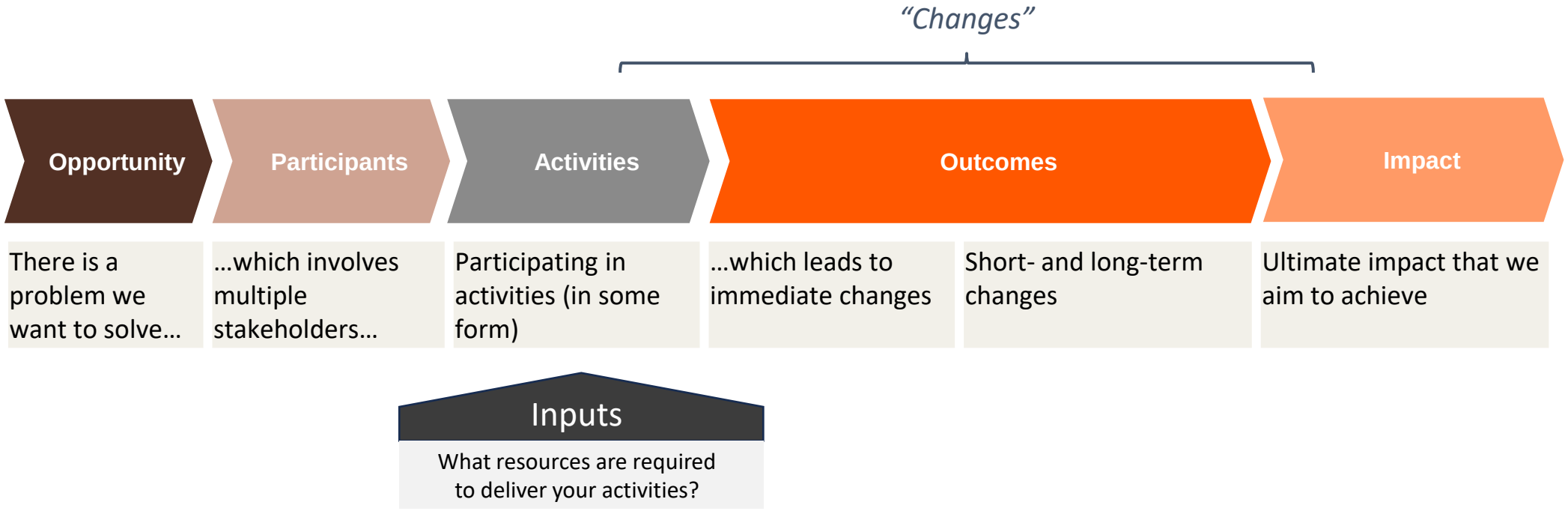
Build your Theory of Change

Template

VICTORIA'S BIG BUILD

VICTORIA State Government

Recap: A Theory of Change describes how we think our activities will lead to the desired impact on the issue that we want to address



Getting clear on what outcomes we are looking to achieve from the outset will allow us to:

- Track progress against these outcomes
- Ensure our work is contributing to these outcomes and hence driving meaningful change
- Hold ourselves accountable to achieving meaningful change
- Help inform decisions around where to focus efforts and guide the design of our interventions

How to build your Theory of Change

1. Start with the opportunity you see and the impact you want to achieve

Opportunity

- What Is the problem you would like to be able to solve?
- Where is there opportunity to affect change
- Who are the people that you are seeking to solve a problem with
  - What is your understanding of their issue?
  - What strengths or assets exist that can be utilized?

Impact

What is the intended impact that you are seeking

- What will change look like once the issue is solved?
- What long-term change are you looking to see?
- What will success look like for your efforts?

2. Define the changes you want to see take place, and for whom

Outputs & Outcomes

- What changes, or outcomes, do you want to see take place?
- Can they be grouped into domains or themes?
- Which can take place immediately vs those that might take more time

Participants

- Who are the primary and second beneficiaries of these outcomes?
- Who has a role to play, either directly or indirectly, in achieving these outcomes?

3. Design the activities you will undertake to achieve these outcome, and the resources you need

Activities

- What activities or initiatives will you undertake to achieve your outcomes? And over what timeframe?
- Will you target a specific cohort?
- Will you partner with other organisations to deliver the activities

Resources

- What skills and capability do you need to deliver the activities? Do you have the resources inhouse?
- Will you require any funding to achieve them?
- How time will you need to invest?

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Opportunity	
Impact	

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Activities	
Resources	

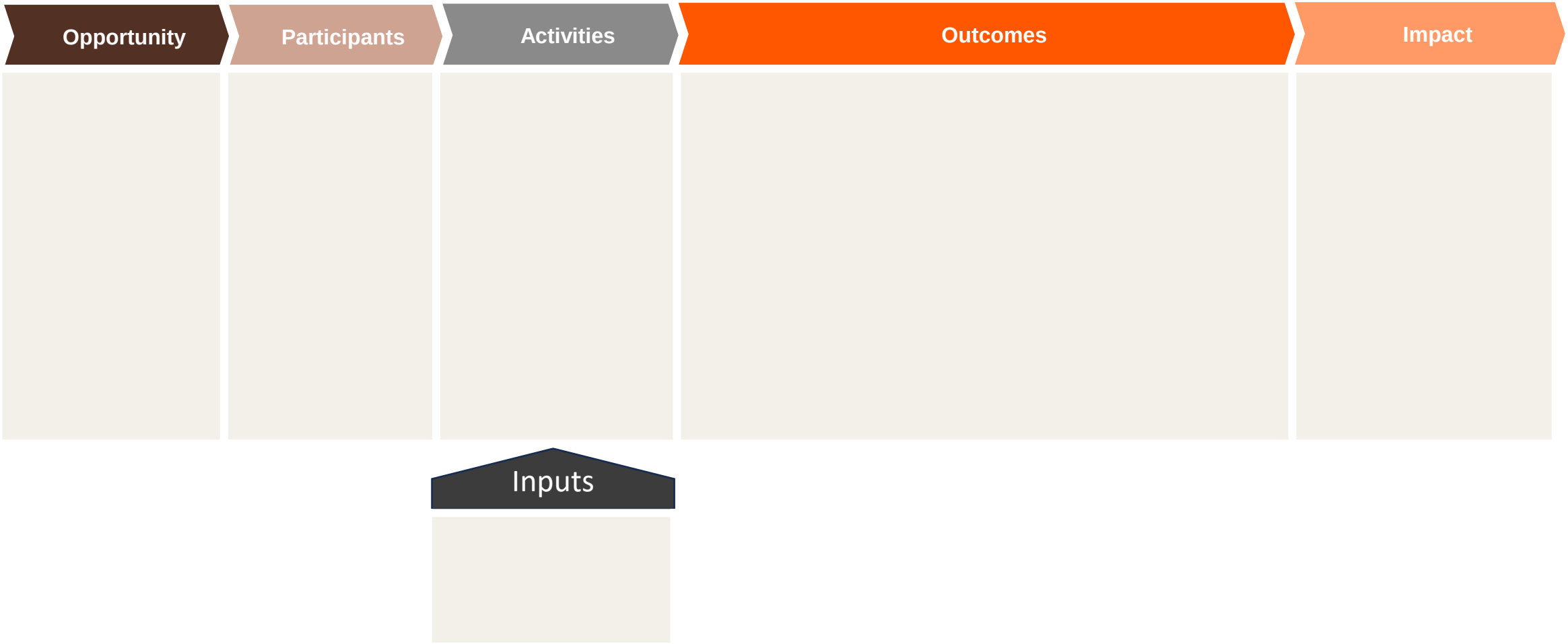
Test your ‘logic’

To avoid making any ‘miracle leaps’ between what you are looking to do and the outcomes you expect to see as a result, map out the elements of your theory of change and test whether they are logical

Opportunity	Participants	Activities	Outcomes	Impact
Have you clearly articulated your opportunity? Have you quantified the size and scale of the problem you want to solve?	• Do you have a clear idea who will be directly and indirectly impacted by your work? • Are you clear on who you want to support?	Are your activities designed with the needs of the beneficiaries in mind? Are their needs fully reflected in the design of the activity	• Are you clear on what you want to see take place? • Can you see how the activities you are going to undertake will help you achieve your outcomes? • Is there a clear connection between what you want to do and what you think will happen as a result? • Are there any gaps in your logic?	Do you have a clear sense of what you are working towards in the longer-term?

Inputs

What will you need in terms of time, money, skills and resources to deliver your activities?

Test your ‘logic’

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