

THEORY of CHANGE

PROBLEM or ISSUE STATEMENT

A concise and compelling description of the conditions we aim to change.

ORGANIZATIONAL STRATEGIES

The distinctive, cross-cutting approaches we take to our work.

FOCUS of CHANGE

The people among whom we will focus our efforts and resources.

VALUES & GUIDING PRINCIPLES

VALUES: Fundamental, intrinsic beliefs that guide the work.

GUIDING PRINCIPLES: How the organization expresses its values; the organization's character in action. Guiding principles describe the way the values manifest on a daily basis.

ANTICIPATED CHANGES

Specific, observable changes that indicate that the problem is being solved.

