

Theory of Change is a very popular tool for designing, monitoring and assessing social change and development programmes.

Theory of Change and Power Analysis

We especially highlight the opportunity that ToC framework brings to get the social organisations focused on learning about how change happens to achieve both greater impact while enhancing accountability to different stakeholders.

As SIDA states in its guide *Power Analysis a Practical guide*, power analysis is an approach to understand how power relations may reinforce conditions of poverty and marginalization and on how to develop strategies for responding and mobilizing alternative forms of power that can address inequalities.

Our training course is the result of six years practising and innovating with Theory of Change. It also draws on our experience linking strategic planning, empowerment and social change.

In the last years many organisations created spaces for this model to become alive and to find its own legitimacy amongst organisations and government institutions in the north and in the south.

Our unique approach

DAY 1 THE THEORY OF CHANGE APPROACH

- ◆ Ways of seeing changes:
Complexity and Systems thinking
- ◆ Ways of thinking about change:
Mind-sets and mental models

DAY 2 THE THEORY OF CHANGE PROCESS

- ◆ Ways of relating: Introduction to power
- ◆ Ways of thinking about power:
Power analysis and empowerment

TEACHING/LEARNING APPROACH

Limited use of PowerPoint

Moving the body helps to move the mind

An image is worth a thousand words

Individual reflection combined with group work

WHO SHOULD ATTEND?

Development practitioners, MEL Officers, Consultants, individual facilitators and activists who are working directly with organisations and grassroots communities.

DURATION: 4 days

COST: £950/€1050

FACILITATORS AND TRAINERS:

Daniel Guijarro and Giulio Ghirardo

WHAT WILL YOU LEARN?

The training will offer a combination of Theory of Change and Power Analysis, introducing key concepts and methods, and exploring them practically in order to help participants integrate these approaches into their daily work and use them to effectively support change processes.

After this course you will be able to:

- ◆ Plan, lead and facilitate strategic organisational and programme planning processes in multi-stakeholder settings
- ◆ Map out existing power relations in the context of your work
- ◆ Develop empowerment strategies and new ways of working with different stakeholders.

DAY 3 THE THEORY OF CHANGE TOOL

- ◆ Ways of practising change: Empowering tools
- ◆ Ways of planning for change: The step by step tool

DAY 4 THE TOC PROCESS FACILITATION

- ◆ Ways of being the change: Self-awareness and empowerment
- ◆ Facilitating a process of change: Skills and meta skills for transformation

Transformancy is an initiative dedicated in promoting and facilitating transformative change processes amongst individuals and organisations.

It has been founded with the aim of proposing a different and innovative way of considering change processes including both rational and emotional dimensions of change. It utilises different methodology for personal and organisational development in order to create learning spaces where people can reflect around their identities, relationships and culture. It promotes diversity, inclusion and co-creation.



TRANSFORMANCY

EXPLORING OUR INNER SOURCES

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