

Journey of Progress game

Building a Theory of Change
for diverse teams

Bianca Langhout,
Alise Scerbinina,
Erika Hajdu

Erasmus University Rotterdam
Making Minds Matter



Get to know your table!

What's **your name and position?**

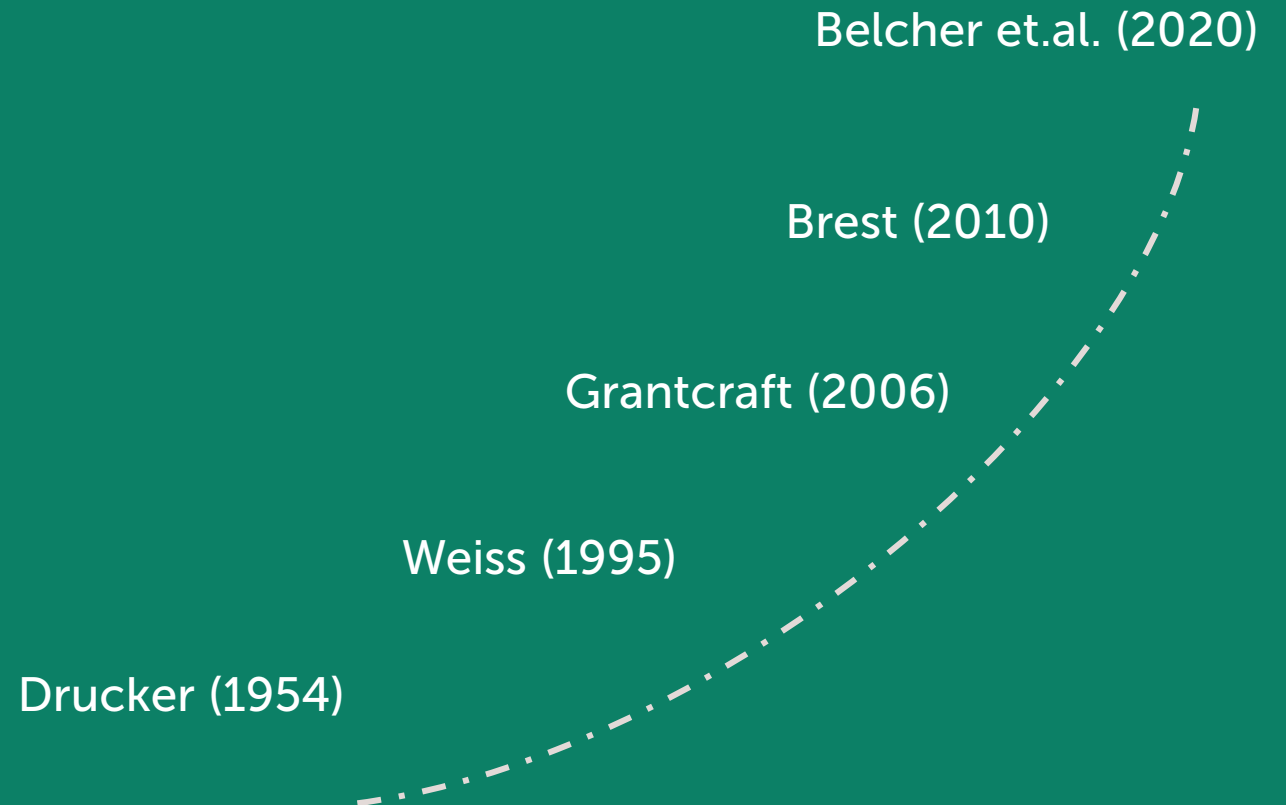
What do you expect to take away from this workshop?

What is *Theory of Change*?

Theory of Change is a method for describing **your theory about how and why change is supposed to happen.**

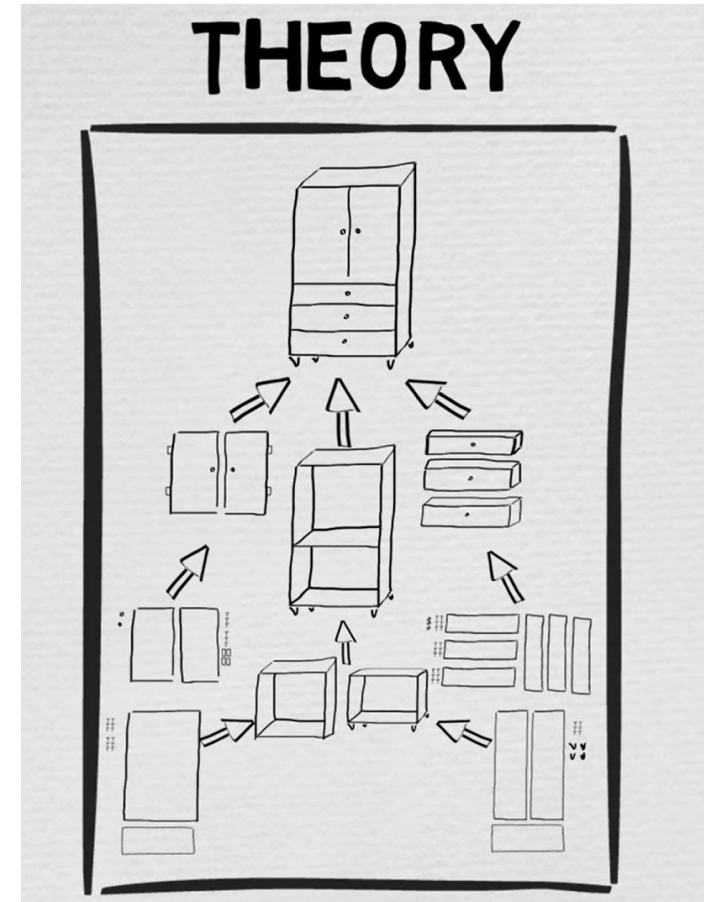
Where do you see *Theory of Change*?

- Mission statements
- Strategy formulations
- Grant applications
- ...



What is a *Theory*?

Illustrates how actors, activities and outcomes relate to each other within your context and **outlines the steps** you can take **to achieve a bigger goal**.



Theory of Change Explainer – Al Onkka
<https://youtu.be/BJDN0cpxJv4>

Why would you build a Thory of Change?

Planning

Find out
**what you
have to do**

Discovery

Reveal
biases and
blind spots

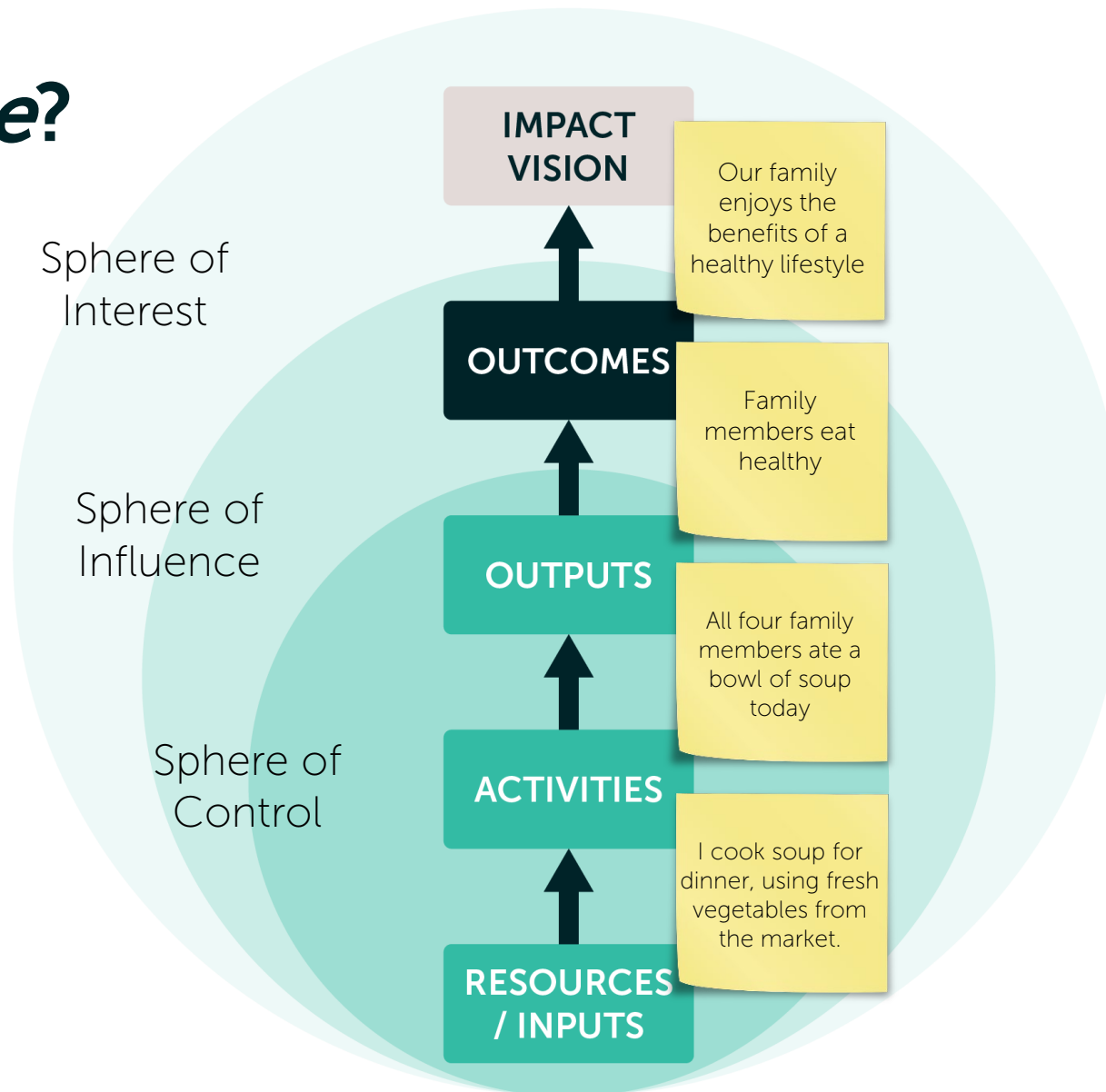
Collaboration

Create
shared
understanding

Evaluation

Determine
the necessary
evidence
for assessment

How do you build a *Theory of Change*?





The game

A **tool** to think collaboratively about complex **processes of change**.

DISCLAIMER:
**Only the beginning
of a theory**



Use it for...

- Team development:
 - What are your team ambitions and how do you reach them
 - Who or what do you need now or in the future
- Collaborations in education, research, engagement and operations

It was used before...

By
research projects,
transdisciplinary collaborations,
strategic projects and goal setting,
funding agencies...

Various and diverse teams of people

Playtime

Individual part



10 mins

Group part



30 mins

What change would you like to see?

Recognition and Rewards
- the future of lasting culture
change

Tips & Tricks

Are you stuck? Ask yourself;

Is this change **necessary** to realize what you want to achieve?

Is this change **enough** for what you want to achieve?

Who else might be affected?

How do you reach these people?

Check-out

How was it?

What ambition did you end up with?

What are your takeaways and what did you learn?

Do you see opportunities of using it in your organization?

You have...

1. Learned about Theory of Change
2. Built a (simplified) theory

How do you feel about
building your own theory now?

As a closing:

Since R&R and is about recognition, appreciation and reward of all talents we invite you to write a compliment for the neighbour sitting left of you using one of the Tiny Tony cards!

Contact

Scan the QR code
to learn more about the game:



Erasmus University Rotterdam
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evaluating societal impact@eur.nl



Erasmus University Rotterdam

