We need to get better both at understanding and influencing change.

“I think you should be more explicit here in step two.”
Definition

‘An on-going process of reflection to explore change and how it happens - and what that means for the part we play.
• locates a programme or project within a wider analysis of how change comes about.
• draws on external learning about development.
• articulates our understanding of change.
• acknowledges wider systems and actors that influence change’

Source: [Comic Relief review, 2011](http://www.comicrelief.com)
Origins (from Vogel 2012)

- Confluence of two streams of practice
  - A) evaluation, esp ‘programme theory’ trying to clarify links between inputs and outcomes
  - B) social action, esp participatory and consciously reflexive approaches

- To which I would add – failure of linear, top-down change efforts on institutional reform and other issues
What it is not (at least for me)
A Way of Working/State of Mind (and readiness)

- Context analysis
- Power Analysis
- Select change strategies
- Implement & evaluate