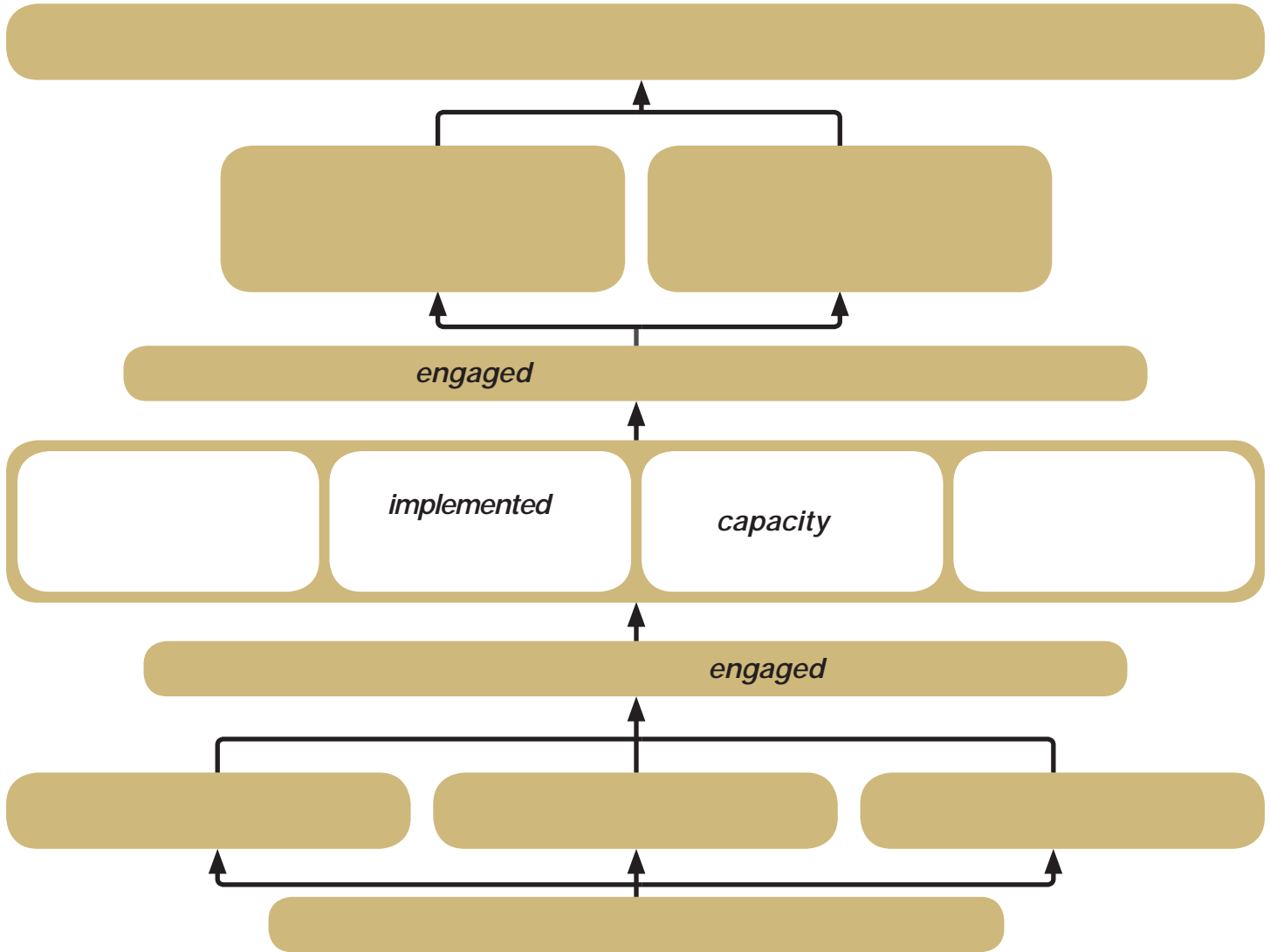


# Our Theory of Departmental Change

HYjl'g^l' ] '<9L'hjgĥ [l'j]k]Yj[ 'h'jg\_jYe 'f [dĥ] k'\n] dĥf\_'Yf\ ] P'f\_'Yl' ] gjq'g^[' Yf\_] &Gmj' l' ] gjq'g^[' Yf\_] 'gmd'f]k'l' ] 'Y[l'gjk'l' Yl' f'βm] f[] \$'j'ā] \$Yf\ 'knklyf'\ ] hYjle ] fIYd[' Yf\_] 'Yjgmf\ 'mf\ ] j\_jY\mYl ] '\m[ Yl'af' Yf\ 'l' ] 'e ] [' Yf'ke k'Zq'o` f` 'l' ] k] [' Yf\_] k'g[ [m] Yf\ Yj] 'knklyf'] \&L' ] l' ] gjq'g^[' Yf\_] '\_m\ ] k'Zgl' 'gmj ] j] k] Yj[ 'i m] kl'af'k' Yf\ 'gmj' Y[ d'Yl'af' g^<9Lk'Yf\ [Yf'Z] 'nk] \ 'Zq' gl' ] jk'l'g'hjge gl] [' Yf\_] 'f' gl' ] j'\ ] hYjle ] flk'Yf\ 'f'klam'af'k&



## Using the theory of change

