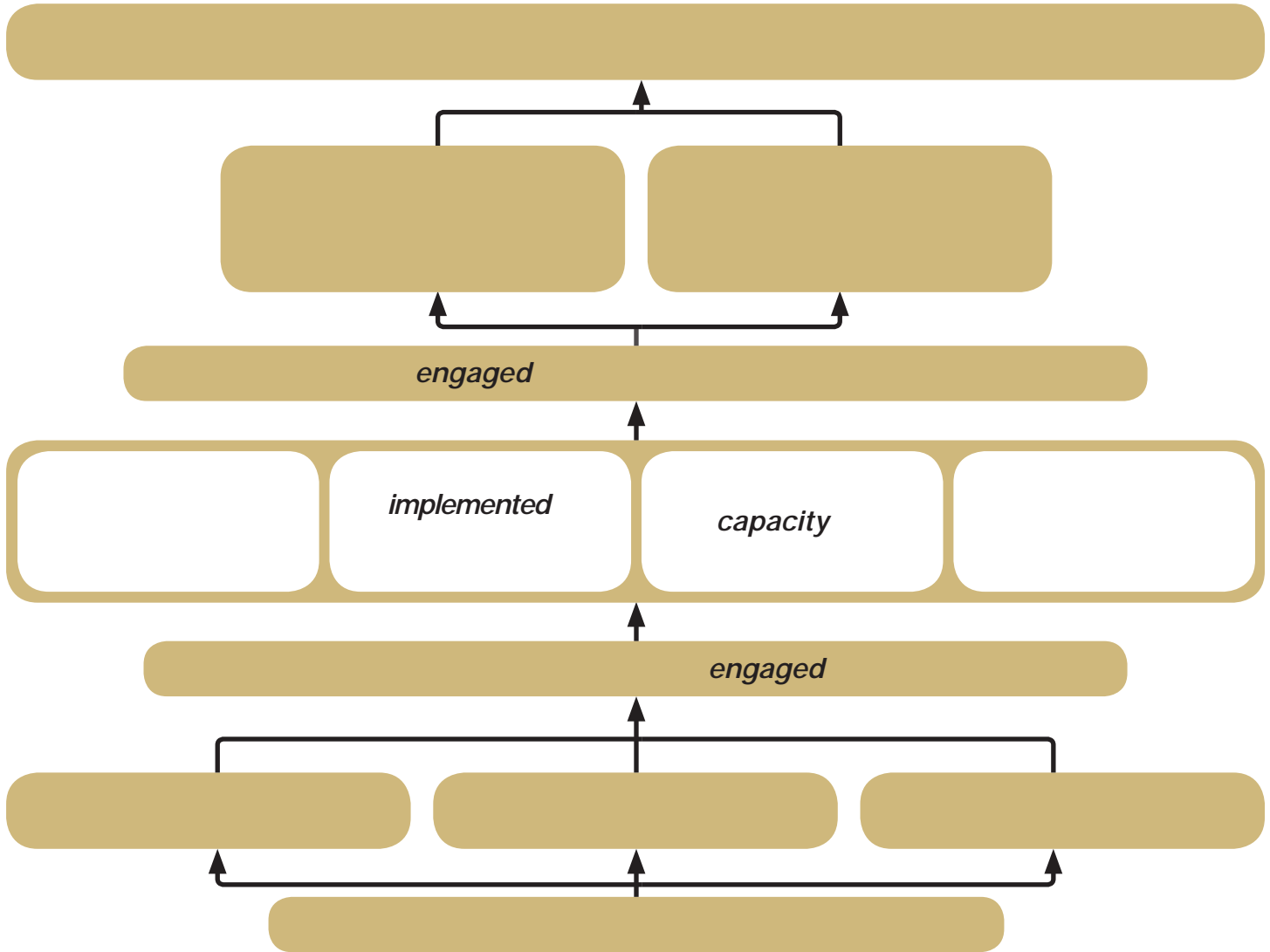


# Our Theory of Departmental Change

HYjl'g^l' ] '<9L'hjgĥ [l'j]k]Yj[ 'h'jg\_jYe 'f [dĥ]k'\n] dĥf\_'Yf\j] P'f\_'Yl' ] gjq'g^[' Yf\_] &Gmj' l' ] gjq'g^[' Yf\_] 'gmĥf]k'l' ] 'Y[l'gjk'l' Yl' f'βm] f[] \$jā] \$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[ dYl'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

