

*...A Theory of Change is an organization's story of how the world will be different because of what it does...*

**EUROPEAN WORKSHOPS FOR YOUTH ACTIVISTS – THEORY OF CHANGE**  
(online; 25<sup>th</sup> of March 2023 or 29<sup>th</sup> of March 2023; 10.00 – 17.00, incl. lunch break)

## THE PROGRAMME

**Saturday, 25<sup>th</sup> of March 2023 or Wednesday, 29<sup>th</sup> of March 2023**

**10.00 – 17.00**

10.00 – 10.15	<p><b>1. Welcome! Introduction to the workshop.</b></p> <p>The workshop plan. Short introduction by the ActionAid Italia.</p>
10.15 – 10.30	<p><b>2. The change. What is it about? Understanding change.</b></p> <p>The Iceberg model. Resistance to change.</p>
10.30 – 11.15	<p><b>3. The Theory of Change. Presentation and explanation of the methodology.</b></p> <p>Rules for the workshop. Questions &amp; Answers.</p>
11.15 – 11.25	<p><b>Short legs-stretching/grab your tea/coffee...</b></p>
11.25 – 11.45	<p><b>4. Introducing/reminding: The three topics based on the European Pillar of Social Change:</b></p> <p><u>The European Pillar of Social Rights principles:</u></p> <ol style="list-style-type: none"> <li>1. Education, training and life-long learning</li> <li>2. Gender equality</li> <li>3. Equal opportunities</li> </ol>
11.45 – 12.15	<p><b>5. First encounter in the three breakout rooms – introductions.</b></p> <p>Defining the topic for the Theory of Change the group will be working on.</p>
12.15 – 12.45	<p><b>6. Short plenary introduction of the three topics the three groups will be working with.</b></p> <p>Introducing the next steps.</p>
12.45 – 13.30	<p><b>7.1. Theory of Change developing workshop, part 1.</b></p> <p>Working in the three breakout rooms.</p> <p><b>Step 1: Defining the long-term goal(s)/long-term outcome(s).</b></p>

	<p>What changes does your team want to see?                  What will change?                  Who will change?                  ⇒ Clarifying the long-term goal (outcome).</p> <p><b>Step 2, part 1: Preconditions. Backward mapping – developing the pathway of change – preconditions.</b></p> <p>Defining the NECESSARY and SUFFICIENT preconditions.</p>
13.30 – 14.30	Lunch break
14.30 – 16.15	<p><b>7.2. Theory of Change developing workshop, part 2.</b></p> <p>Working in the three breakout rooms, continuation.</p> <p><b>Step 2, part 2: Preconditions. Backward mapping – developing the pathway of change – “flipping” barriers into preconditions.</b></p> <p>Defining the NECESSARY and SUFFICIENT preconditions; “drilling down”.</p> <p><b>Step 3: Identifying Assumptions and Interventions.</b></p> <p>Designing intervention/action plan.</p>
Any time ...	<p>Any time convenient for each group: Short legs-stretching/grab your tea/coffee...  <i>A little surprise for the committed 😊</i></p>
	<p><b>Step 4: Defining Indicators (Evidence).</b></p> <p>How will you know if your project has been successful?</p> <p><b>Step 5: Writing the Narrative.</b></p> <p>How would you communicate your Theory of Change to the outside world?</p>
16.15 – 16.45	<p><b>8. Plenary presentation of the Theories of Change – the three working groups.</b></p> <p>Questions &amp; Answers.</p> <p>Summary: How to make the change happen?</p>
16.45 – 17.00	<p><b>9. Reflection round. Closing the workshop.</b></p> <p>Goodbye for now and good luck!</p>

*The workshop is being organised within the JUST EU and ME project, funded by the European Union’s Citizens, Equality, Rights and Values (CERV) Programme (2021-2027)*

## THE TRAINERS

**Agnieszka Dadak**, author and European projects manager (PMP Certificate by Project Management Institute). Over 17 years of experience at multi – partner, international projects aiming at social change in the fields of: supporting European cooperation, capacity building for civil society organisations and their leaders, youth work, community animation through arts and culture, empowering democracy. 15 years of experience at designing curricula, organizing and leading trainings & workshops. Since 2002 cooperates with the 3rd sector organizations as a trainer, projects coordinator, language teacher and adviser. Master of Psychology (The Jagiellonian University); has graduated from post – diploma studies „European Project Management” (The University of Economics in Katowice); graduated from post – diploma studies in Stockholm (“Socialpedagogiskt ungdomsarbete”, Tollare folkhögskola) in the frame of The Swedish Institute scholarship. The founder and President of the Foundation of Alternative Educational Initiatives FAIE). EURODESK consultant.

**Rafał Dadak**, specialist in co-funding for projects realization and in legal & administrative advisory. Over 14 years of experience in advisory concerning co-funding for projects and projects realization (The Culture Programme; Norwegian Financial Mechanism; Regional Operational Programmes; Rural Areas Development Programme; Erasmus+, Europe for Citizens). Since 2003 cooperates with NGOs in the field of administrative & legal advisory. NGOs trainer. Researcher in the field of NGOs development needs and obstacles/ incentives for active democratic participation. Worked in the European Social Fund Department at The Marshal’s Office in Katowice. Master of Public Administration (The Silesian University in Katowice). Graduated from post – diploma studied „European Project Management” at the University of Economics in Katowice. Co-founder and Board member of FAIE. EURODESK consultant.

**Jerzy Kraus**, specialist in co-funding for projects realization, project administration and project settlements. Over 14 years of experience in advisory concerning co-funding for projects from public grants acquiring and projects realization (among others: The Culture Programme; Norwegian FM; RPO; Rural Areas Development Programme). Since 2003 cooperates with NGOs in the field of administrative and legal advisory. NGOs trainer in the field of administrative, financial and legal issues. Master of Public Administration (The Silesian University in Katowice). Co-founder and Board member of FAIE. EURODESK consultant.