Theory of Change - Training Cohort Overview
Last Updated: 1/26/22

About SVP Denver Training Cohorts
Our cohorts make expert-led trainings accessible for social mission organizations that don't have the resources to hire expert consultants or invest in expensive capacity-building programs. You'll join a group of 3-6 local impact organizations for online/in-person sessions that will help you level up in a fun, fast-paced program with proven results. Each cohort is facilitated by a subject matter expert and social mission organizations are matched with an experienced SVP Partner who will act as their coach, providing additional support and third-party feedback along the way.

Theory of Change Program
Your Theory of Change tells the story of who you serve, what you do and the impact you intend to have. In this program your team will work together to develop your organization's Theory of Change - both a narrative and graphic version - that you can start using immediately to align key stakeholders, including potential funders, your Board of Directors and internal team.

Learn more about why a Theory of Change is important with these resources:
- Listen to this podcast about our Theory of Change program
- Read this USAID overview: What is this thing Called a Theory of Change?

Meet the Facilitator

Paul has spent the past 10+ years helping small and mid-size nonprofits get to the next level through his consulting company CoEffect. He's been an active SVP Denver Partner for the past 3 years and successfully run our Theory of Change program six times, supporting more than 25 organizations

Paul Collier
Founder, CoEffect

Program Structure and Timing

9 Weeks | 2-5 hours per week

You will participate in live sessions every other week for 90-minutes and complete assignments with your internal team + SVP Denver coach in between the sessions. We'll be running two sessions of the program this Spring on the following schedules:

Session	Thursdays @ 9:30am to 11am	Wednesdays @ 1pm-2:30pm
#1	3/10	4/13
#2	3/24	4/27
#3	4/7	5/11
#4	4/28	6/1

Participants and Roles

Each participating social mission organization needs to have an internal design team.

- **Internal Project Lead**: This person will be the internal facilitator of their organization's Theory of Change process and is accountable for making progress on this project. This person should have 3 - 5 hours per week to commit over the duration of the cohort.
- **Core Design Team Members:** This should be a small group of 2-6 staff, leadership and Board members you'd like to engage in the process.

Program Outputs

By the end of this project your organization will have:

1. A Theory of Change describing your organization's outcomes, activities, inputs, target population, and assumptions. This will be documented in both a narrative form (for inclusion in grant applications) and graphic form (for presentation).
2. A list of next steps your organization will take to put your Theory of Change to use.

Program Impact

Ultimately, participation in this cohort should create the following impacts for SMOs:

- Greater team alignment on your organization's who, what, why, and how
- Greater team understanding of what pieces of data are important to monitor your organization's performance
- Potential for better decisions on how to allocate resources to different program areas
- Potential for innovative new activities to fill weaknesses in programming
- Stronger tools for communicating what your organization hopes to achieve with funders