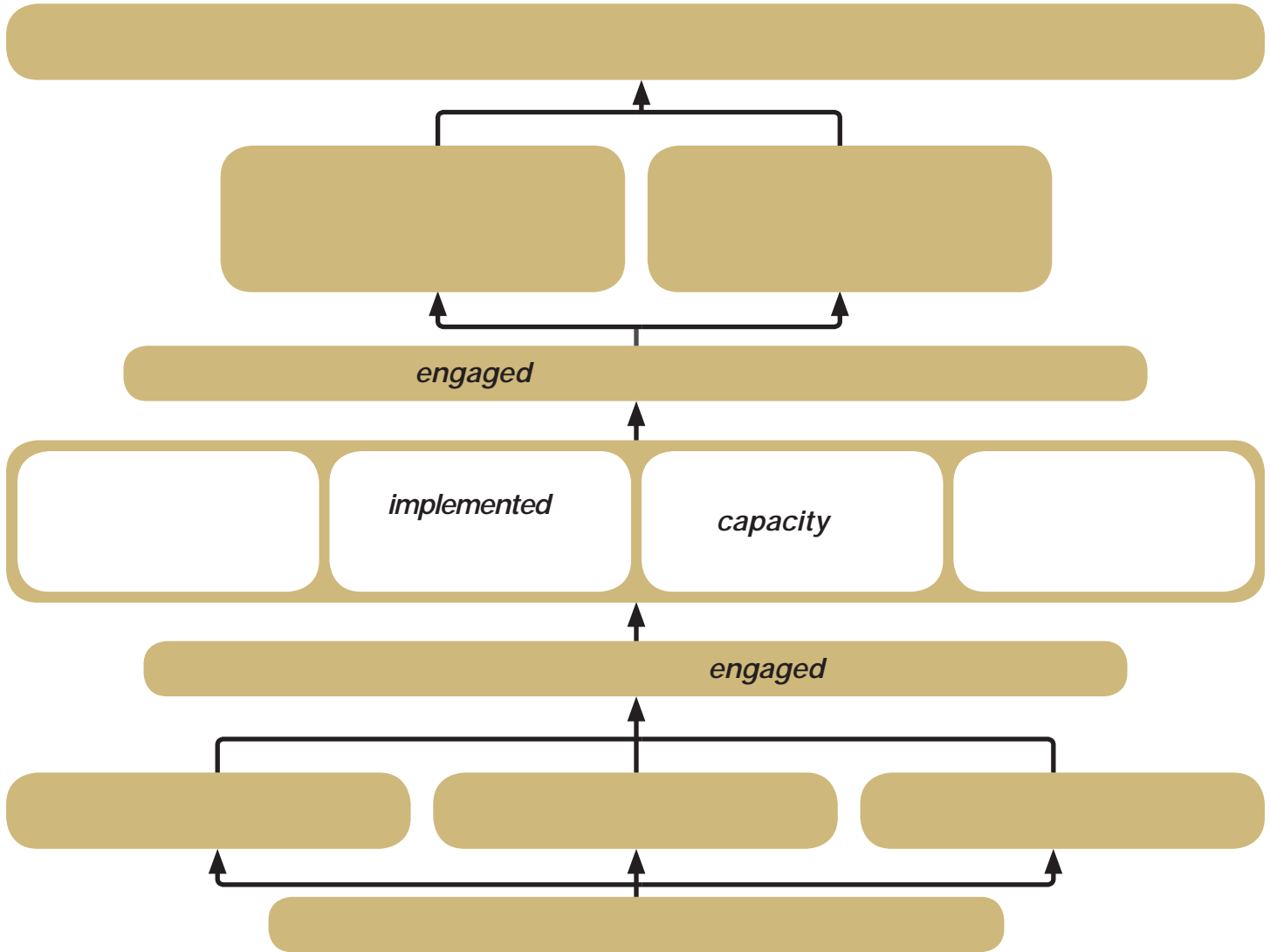


# Our Theory of Departmental Change

HYjlg^l' ] <9L'hjg b [l'j]k]Yj[ ^'h'jg\_jYe 'f [ d\k' \n] d h f \_Yf \ j] P f f \_Yl' ] gjq'g^ [ ^Yf\_] &Gmj' l' ] gjq'g^ [ ^Yf\_] 'gm d f] k'l' ] ^Y [lgjk'l' Yl' f Bm] f [ ] \$ \ j a] \$Yf \ 'knklyf \ ] hYjle ] fIYd [ ^Yf\_] 'Yjgm f \ 'mf \ ] j\_jY \ mYl ] ] \ m [Yl a f 'Yf \ l' ] 'e ] [ ^Yf\_ k e k'Zq'o' ^ f' l' ] k] [ ^Yf\_] k'g [ [ m'Yf \ Yj] 'knklyf ] \&L' ] l' ] gjq'g^ [ ^Yf\_] '\_m \ ] k'Zgl' 'gm j] k] Yj [ ^'i m] kl a f k'Yf \ 'gm j' Y [ a Yl a f 'g^ <9Lk'Yf \ [Yf'Z] 'nk] \ 'Zq' gl' ] jk'lg'hjge gl] [ ^Yf\_] 'f' gl' ] j \ ] hYjle ] flk'Yf \ 'f' kl a m a f k &



## Using the theory of change

