Theory of Change Design and Application Training Course

Professional Development Training Course Outline

Category	Monitoring and Evaluation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The Theory of Change (ToC) is a strategic planning, monitoring, and evaluation framework that clearly articulates how and why a desired change is expected to happen in a specific context. Theory of Change Design and Application Training Course equips participants with practical, results-based methodologies to design, validate, and apply Theory of Change models across development, humanitarian, social innovation, and ESG-driven programs. Participants will gain hands-on experience in impact pathways, causal linkages, assumptions testing, outcome mapping, and evidence-based decision making, ensuring alignment between vision, strategy, and measurable results.

Designed for practitioners working in complex systems and adaptive environments, the course emphasizes real-world application, stakeholder co-creation, and learning loops. Through case studies, group exercises, and applied tools, participants will learn how to integrate ToC into project design, donor proposals, program implementation, monitoring and evaluation (M&E), learning agendas, and impact reporting. The training promotes systems thinking, accountability, and sustainable impact, enabling organizations to move beyond activities toward transformative, scalable change.

Programme Curriculum

Theory of Change Design and Application Training Course

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Course Duration

5 days

Course Objectives

By the end of the training, participants will be able to:

1. Understand Theory of Change principles and frameworks
2. Apply results-based management (RBM) concepts
3. Design clear causal pathways and impact chains
4. Identify and validate assumptions and risks
5. Integrate systems thinking and complexity awareness
6. Develop measurable outcomes and indicators
7. Align ToC with logframes and M&E frameworks
8. Use ToC for adaptive management and learning
9. Facilitate stakeholder-driven co-creation processes
10. Strengthen evidence-based program design
11. Apply ToC in donor proposals and funding strategies
12. Link ToC to impact measurement and reporting
13. Use ToC to support scaling, sustainability, and policy influence

Target Audience

1. Development and humanitarian professionals
2. Monitoring, Evaluation, and Learning (MEL) specialists
3. Program and project managers
4. NGO and CSO leadership teams
5. Donor agency and foundation staff
6. Social enterprise and impact startup leaders
7. ESG, CSR, and sustainability professionals
8. Policy advisors and research organizations

Course Modules

Module 1: Foundations of Theory of Change

- Definition, evolution, and core concepts
- ToC vs Logframe: strategic differences
- Results chains, outcomes, and impact
- Common ToC myths and pitfalls

- **Case Study:** Community health intervention model

Module 2: Systems Thinking and Context Analysis

- Understanding complex adaptive systems
- Power, incentives, and stakeholder dynamics
- Political economy and contextual analysis
- Identifying leverage points for change
- **Case Study:** Education reform in fragile contexts

Module 3: Designing Impact Pathways

- From vision to long-term impact
- Mapping inputs, outputs, outcomes, and impact
- Visual ToC diagrams and narratives
- Vertical and horizontal logic
- **Case Study:** Youth employment program

Module 4: Assumptions, Risks, and Evidence

- Identifying critical assumptions
- Risk analysis and mitigation strategies
- Evidence gaps and learning questions
- Using data to validate causal links
- **Case Study:** Climate resilience project

Module 5: Indicators and Measurement

- Translating ToC into indicators
- Qualitative and quantitative metrics
- Outcome harvesting and contribution analysis
- Data collection and verification
- **Case Study:** Gender equality outcomes measurement

Module 6: Stakeholder Engagement and Co-Creation

- Participatory ToC design approaches
- Facilitation techniques and tools
- Managing diverse perspectives
- Ownership and accountability
- **Case Study:** Community-led development initiative

Module 7: Applying ToC in Program Management

- Integrating ToC into project cycles
- Adaptive management and learning loops
- ToC for reporting and decision-making
- Linking ToC to MEL systems
- **Case Study:** Multi-country governance program

Module 8: Scaling, Sustainability, and Learning

- Using ToC for scaling strategies

- Institutionalization and sustainability planning
- Organizational learning and knowledge management
- Communicating impact to donors and partners
- **Case Study:** Scaled social innovation model

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com