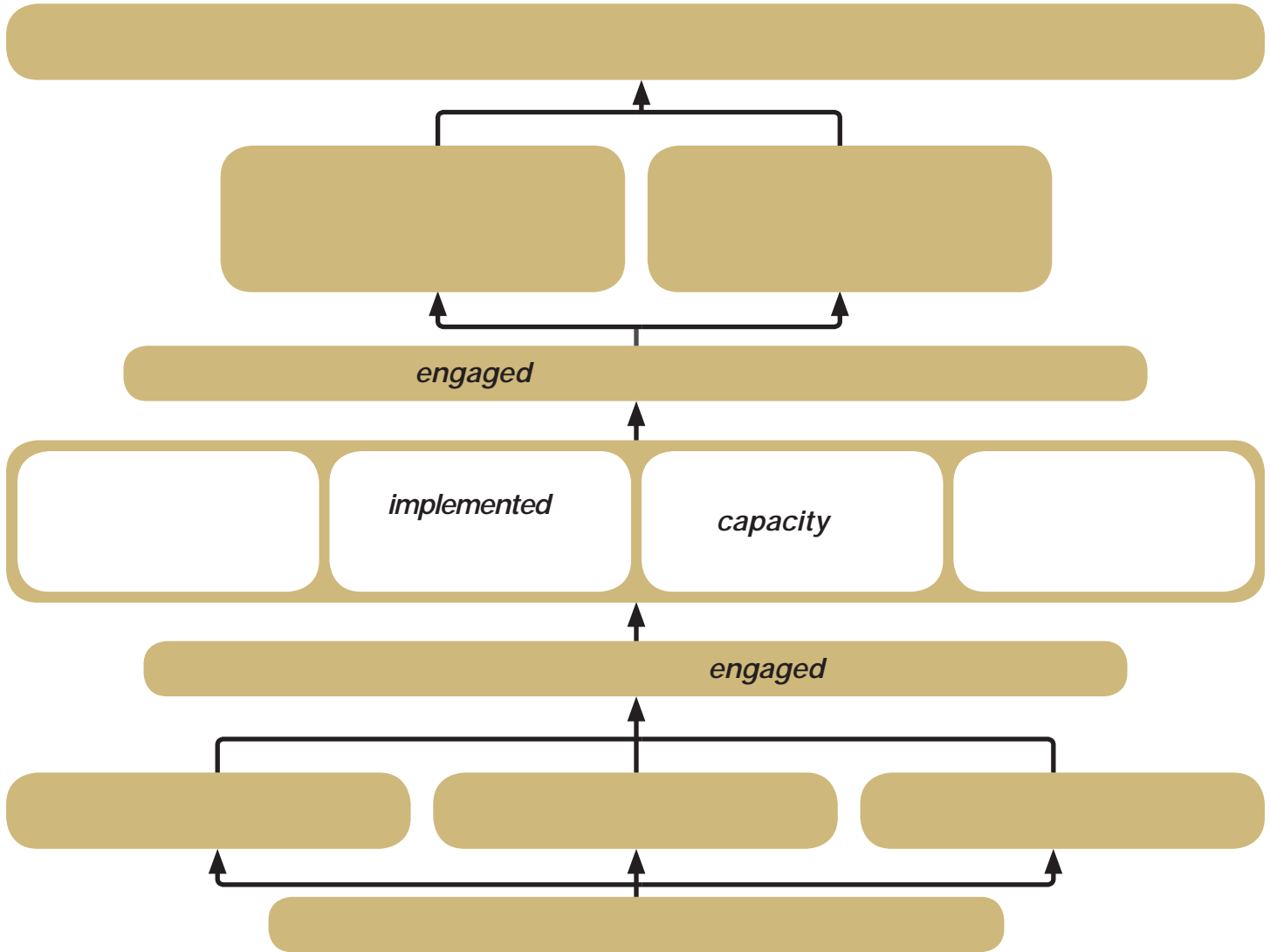


Our Theory of Departmental Change

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_] 'gmd'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' 'gm'j]k]Yj['i m] kl'af'k'Yf\ 'gmj'Y[dYl'af'g^<9Lk'Yf\ [Yf'Z] 'nk] \Zq' gl']jk'lg'hjge gl] [' Yf_] 'f'gl']j'\] hYjle] flk'Yf\ 'f'klam'af'k&



Using the theory of change

