Initiatives of Change ~ Our Theory of Change in Action

Assumptions that guide our lives + work:
- To change the world, we must start with ourselves
- Being guided by honesty, purity, unselfishness + love helps us align intention and action

A Practice of quiet time guides:
- Connection (noticing: What is present + affecting us)
- Correction (understanding what this means + opening up options: so, what...?)
- Direction (making choices for focused action: Now what?)

And it sources:
- Inner wisdom, and
- Unlocks creative potential

Behaviours that ‘seed’ our way of life:
These Seed Behaviours illuminate who we are + how we seek to engage with ourselves, others + the world. We invite you to try them; see where they take you:
1. Care for self, others + our planet
2. Engage in quiet time
3. Engage with purpose
4. Share + learn through honest conversation
5. Turn judgement into curiosity
6. Serve + receive service joyfully
7. Turn scarcity into creativity
8. Follow through on promises

Where we focus our attention

Reflective/ reflexive practice

Discerning best-fit approaches, methods

Engaging in reflective and reflexive practices to access inner or spiritual guidance, + deepen personal self-mastery

Choosing fit-for-purpose ways of engaging to: open authentic dialogue, connect hearts, grow trust, build community + inspire commitment to change

Choosing individual + collective methods for focused action to meet local to global needs
Initiatives of Change ~ Our Theory of Change in Action

‘We discover a need and our inner Call arises. Because of our intense wish to serve, we dare to risk our egos, reputation and failure. We live with deep uncertainty often finding ourselves facing what seems impossible. We do not draw back. We face challenges and trauma and out of these, comes breakthrough. It is always unexpected. We don’t know when, where, if or how the moment of change will happen; yet somehow, it does.’ (quote from African Co-ordinating Group, IoC)

Engaging People in Place

Starting with Oneself
Seeking Direction
Locating
Connecting passions
Connecting
What? So, what? Now what?

Inspiration
What? So, what? Now what?

Sourcing
Sharing + Honest conversation
Co-creating
What? So, what? Now what?

Initiating
WHAT? QUIET TIME ADAPTIVE ACTION
NOW WHAT? will we do
SO, WHAT? does this mean
CORRECTION

Resourcing
Expanding participation
Learning
WHAT? SO, WHAT? does this mean
NOW WHAT? will we do
ADAPTIVE ACTION QUIET TIME
CORRECTION

Transforming
WHAT? SO, WHAT? does this mean
NOW WHAT? will we do
ADAPTIVE ACTION QUIET TIME
CORRECTION

Planning + Taking Focused Action

Identify challenges, needs, issues
Agree principles of engagement
Align Purpose, Outcomes
Agree ‘Project’ Plan first/next steps
Take focused action

WHAT? QUIET TIME ADAPTIVE ACTION
NOW WHAT? will we do
SO, WHAT? does this mean
CORRECTION

Evaluate
End or pass on
Continue
Expand

Quiet Time/ Adaptive action iterations
Dynamics of Change

Dialogue in diversity
Authentic relationships based on trust

Taking focused action
Meeting local and global needs

Space for reflection
Unlocking the creative potential in everyone
Seeking inner wisdom

Starting with oneself
Personal responsibility and integrity

Building trust across the world’s divides
Initiatives of Change International