COLLECTIVE CHANGE LAB
THEORY OF CHANGE

**VISION:** A WORLD IN WHICH SOCIETY’S APPROACHES TO COLLECTIVE CHANGE RADICALLY EXPAND EMPATHY, HUMAN POTENTIAL, AND JUSTICE.

 Working collectively is critical to healing our people and our planet.

No single organization can achieve meaningful progress on complex social issues alone. Working collaboratively is the only viable way to solve the urgent challenges of our time. Yet even the best collective efforts rarely transform systems because they don’t know how to shift the values, mindsets, power dynamics, and relationships that underpin our systems.

Transformative practices do exist that can catalyze shifts in mindsets and values, but they remain peripheral to social and environmental problem solving.

The next frontier of systems change is bringing those practices from the periphery to the mainstream, so that everyone working to shift our systems for the better can work in more transformational ways!

**IF WE:**

- Equip social change leaders to pursue transformative systems change approaches
- Elevate transformative practices from the periphery to the mainstream
- Influence the dialogue on how systems change actually happens

**THEN THERE WILL BE:**

- A new narrative about how transformative system change happens
- A growing number of social change leaders who integrate transformative practices into their work
- Promising results from those “early adopters” that builds further momentum

**SO THAT EVENTUALLY:**

- A majority of social change leaders shift their beliefs about how systems change happens
- A majority of social change leaders shift their behavior by integrating transformative practices into how they do the work of systems change