INSTITUTE OF COMMUNITY DIRECTORS AUSTRALIA | THEORY OF CHANGE

Activities	Programs	Short term outcomes	Medium term outcomes	Long term outcomes
NSW Crown lands programs	Specialist training for government-related boards	Participants experience ICDA as credible, supportive, accessible, practical and a safe space	Participants have increased confidence and energy to take up a leadership role or lean in more to their leadership role	The reputation and profile of community leaders improves
Victorian Cemetery Trusts programs			Decision making and behaviour on boards and in leadership teams improves	Board members and community leaders experience and promote greater cultural and psychological safety
Women Leading Locally	Specialist training for priority cohorts	Participants increase connections with like-minded people	Participants have a network or 'tribe' of people to draw on	
Women's leadership development programs			Participants have more insights into and concerns about issues for NFPs	Thoughtful sector leadership, successful advocacy to government and community
Women's scholarships: Diploma		Participants re-engage and tell others to engage		
Diploma of Governance	Core content training		Greater diversity of thought and experience are heard and seen in the sector as a result of more diverse leadership	
Online self-paced courses				Strong, inclusive, inspirational, ethical and diverse pool of leaders
Tailored training		Participants increase their technical and soft skills and knowledge of how to govern well and where to find information	Sector leaders are more adaptive and collaborative	
Standard training			The number of ICDA- qualified leaders in the sector grows	
Webinars and lecture series	Public education		NFP leaders have increased resources to draw on	A flourishing and sustainable not-for-profit sector where more leaders identify with 'the sector'
Communities in Control Conference		Participants maintain and increase their motivation to participate	Leadership within NFPs improves	
Face-to-face training			Governance of NFPs improves	
Subject matter expert	Communication	Participants have increased exposure to relevant issues and information		
Newsletter				Connected and collaborative leaders
Social media – NFPHH and others			Diversity and inclusion on boards and in leadership teams improves	
Tools and templates	Content	Participants have an increased desire to learn more		
Publications				
Policy Bank				
Board matching service	Services			
Membership				

Long term outcomes (right column):
Stronger Australian communities

A stronger, more efficient, more effective Australian not-for-profit sector