

# Theory of Change

BCHC improves the abilities of BC communities to be healthy, thriving and resilient by supporting change-ready community and sector leaders and groups to understand and influence systems change, accelerate learning, and collaborate effectively for greater impact. We work with those who seek to address the root causes of some of society's most important and complex challenges by developing capacity in five key areas: **multi-sector collaboration, transformational leadership, adaptive learning and action, systems thinking, and healthy communities literacy.**

## STRATEGIES

### SEED

**Introducing Opportunities** BCHC will 'seed the field' by providing learning and connecting opportunities that introduce more people to new ways of thinking about and working on complex community issues.

### GROW

**Deepening Impact** BCHC will 'grow the change-makers' by convening and facilitating intentionally transformative action-learning experiences while offering support for ongoing development through community coaching and learning communities.

### HARVEST

**Sharing, Provoking and Inspiring** BCHC will 'harvest the learning' by sharing and inspiring new ideas through investigation and dissemination of learning—our own and that of the communities we work with across BC.



## Community/sector leaders and groups build the following five key capacities:

- 1. Multi-sector Collaboration:** Using collaborative, strategic and participatory approaches to address issues no one sector can solve alone.
- 2. Transformational Leadership:** Continuously clarifying direction, establishing alignment, garnering commitment, and demonstrating integrity of personal values, beliefs and actions.
- 3. Adaptive Learning and Action:** Commitment to fostering a culture of ongoing learning, experimentation and innovation in the face of complexity.
- 4. Systems Thinking:** Understanding root causes and the ability to identify and pursue strategic opportunities to leverage change in the system.
- 5. Healthy Communities Literacy:** Understanding and advocating for an approach to health, wellbeing and sustainability that fully embraces the interconnectedness of the health of people, place and planet.

## These capacities allow community and sector leaders and groups to create enabling conditions for:

- **Culture Change** An expanded cultural perception of health and well-being as holistic and integrated present in society (e.g. physical, social, ecological, psychological determinants of health).
- **Social Change** Improved personal structures and processes for multi-sectoral collaboration to support greater impact on complex community issues.
- **Systems Change** Upstream systematic approaches to healthy communities embedded in institutions through policies, plans, programs and partnerships.