



Institute of Community Directors Australia | THEORY OF CHANGE

Activities	Programs	Short term outcomes	Medium term outcomes	Long term outcomes	
Women Leading Locally	Training for government boards	Participants increase their governance and leadership skills and knowledge	Participants have increased confidence to increase their community leadership	The reputation and profile of community leaders improves	A stronger, more efficient, more effective Australian not-for-profit sector
Victorian Cemetery Trusts					
Diploma of Governance	Core training		Decision making and ethics on boards and in leadership teams improves		
Online self-paced courses					
In-house training					
Standard training					
Festival of Community Directors	Public education	Participants increase connections with like-minded people	Participants have a community of practice to draw on	Strong, inclusive, inspirational, ethical and diverse pool of leaders	
Themed weeks					
Communities in Control					
Leadership for Transformation					
Chairs course; Secretaries course					
Subject matter expert on tap	Communication	Participants experience ICDA as credible, supportive, accessible, practical	Participants re-engage in training and refer others	Board members and community leaders experience and promote greater cultural and psychological safety	Stronger Australian communities
CDI Newsletter					
The Community Advocate					
Social media – inc closed groups					
Tools, help sheets & templates	Resources	Participants maintain and increase their motivation to participate and learn	Sector leaders are more adaptive and collaborative	Diversity of thought and experience are heard and seen in the sector	
Publications					
Policy Bank					
Board matching service	Services	Participants have increased exposure to relevant issues and information.	Participants have more insight into current and emerging issues for NFPs	Connected and collaborative leaders	
Membership			Governance of NFPs improves		

