Excerpted from the Guide to Evaluating Leadership Development Programs prepared by the Evaluation Forum (based on their work with six international Reproductive Health/Family Planning (RH/FP) Leadership Programs). The full guide is available at the LLC Evaluation Learning Circle Knowledge Pool.

Leadership Development Theory of Change Model

Examples:
- Enhanced leadership characteristics
- Improved leadership and/or policy development skills
- Improved ability to collaborate and network with others
- Increased or continuing commitment to the field of RH/FP
- Improved knowledge of RH/FP content
- Enhanced understanding of issues related to RH/FP practice
- Increased recognition in and/or sense of prestige and credibility in the field of RH/FP

Examples:
- Greater demonstration of leadership characteristics
- Greater demonstration of management and/or policy development skills
- Increased collaboration and/or networking with others in the RH/FP field
- Increased dissemination of knowledge about RH/FP issues
- Fellows acquire more responsibility and enhanced leadership roles in home organizations/institutions

Examples:
- Increased number/quality of RH/FP programs developed, expanded and/or implemented
- Increased number/quality of effective RH/FP policies created and enacted
- Increased utilization of RH/FP services in focus countries
- Improved mobilization and allocation of resources
- Enhanced understanding of issues related to RH/FP practice
- Increased in-country leadership capacity

Examples:
- Increased organizational/institutional capacity to implement RH/FP programs, to develop and influence policies, and to impact RH/FP practice
- Increased collaboration between organizations and institutions on issues around RH/FP practice

Graphic 3