

Tool: Logic Model - WTF? (Part 1)

The following exercise will help you begin to assess whether your organization is grounded enough to be ready to formulate a logic model.

First - a definition for Logic Models:

Tying together the resources your organization uses, the actions that your organization takes and the amount of products created/services delivered/participants reached as result of those actions, a logic model efficiently maps your path to the outcomes you hope to achieve.

Second - Do you have a vision & mission? - Yes or No

If “No,” it’s time to create them. One way to begin generating these is to ask yourself 3 questions:

- Passions: What thing(s) do we love doing?
- Skills: What thing(s) do we do better than anyone else in the world?
- Needs: What need in the world are we attempting to overcome?

Where the world’s needs intersect with your organization’s passions and skills, you will find your organization’s purpose. From here, your mission is the set of actions that you are taking today and in the near future in order to accomplish a long-term, ambitious vision or goal.

If “Yes,” write them out here

Mission	Vision

Third: Who do you intend to serve through your mission/vision?

Do you serve anyone else? If so, list them here:

Do you feel that your organization's actions are focused toward the intended audience, or do you feel your actions are diffusing to other audiences? (Circle One)

Intended Audience Focused!

Too Many Other People in the Mix!

If you are focused on the correct audience - GREAT! Head to the FOURTH step. If not, it's time to have a deep conversation with your Board, staff and constituents about who you actually serve and align resources to them.

**Fourth: Does your organization have a set of beliefs (values, core competencies, etc.) that are the foundation of everything you do?
Yes or No**

If "No" it's time to begin talking with program participants, staff, and board members to determine what they are. As example, at Thread we have 4 core competencies that define how we intend to show up when we are our best selves and drive every interaction we have:

- Show All the Way Up
- Fail Forward
- Treat Relationships as Wealth
- Learn from all Voices

If "Yes" - list them here:

Fifth: If you've made it this far with solid answers to the above sections then you're probably ready to start creating your logic model!

Each element above - Mission/Vision, Intended Audience, and Core Beliefs are significantly important elements to have in place before laying out your logic model. If those are intact, let's move forward.

Tool: Logic Models - Is This Right? (Part 2)

The following exercise will help you begin to formulate a logic model for mapping your organization's impact.

First - a definition for Logic Models:

Tying together the resources your organization uses, the actions that your organization takes and the amount of products created/services delivered/participants reached as result of those actions, a logic model efficiently maps your path to the outcomes you hope to achieve.

Second: Start at the end - What Are Your Expected Outcomes?

What do you expect to happen as result of your organization's work? What change do you expect to be able to measure?

Third - Inputs?

What resources do you need in order to achieve those **Outcomes**?

Fourth: Activities?

List the actions, programs, etc that your organization deliberately conducts with your **Inputs** in order to achieve the **Outcomes**

Fifth: Outputs?

What do you count as a result of conducting the **Activities** you listed above? (*ie products created or delivered, number of people served, TouchPoints between program participants, etc*)

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Sixth: Lay Them Out!

When laying out, be sure to consider how each item is connected through to an intended Outcome. If you list something that doesn't relate, dump it from your program or find a way to connect it.

Inputs	Activities	Outputs	Outcomes

Tool: Logic Models - I've Got This... (Part 3)

The following exercise will help you review your current tool(s) for measuring impact and ensure you are getting what you need.

First: What do you use to align your resources & actions towards outcomes? (Circle One)

Logic Model

Theory of Change

Something Else

Second: Start at the end - What Are Your Expected Outcomes?

What do you expect to happen as result of your organization's work? What change do you expect to be able to measure?

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Third: What Are Your Key Metrics?

Regardless of what tool you use to organize your work, the **Outcomes** listed above need to be measured. What are 3 key indicators or metrics that are measured to know if **Outcomes** are happening as a result of your work? If you have more than 3, list your organization's top 3 only.

A.	B.	C.

Fourth: Activities?

List the top 5 actions, programs, etc that your organization deliberately conducts in order to achieve the **Outcomes**. Or, grab your calendar and pick the last 5 activities that your organization programmed.

1.	2.	3.	4.	5.

Fifth: Do They Square? How well?

In what ways does each **Activity** (1-5) lead to an **Outcome** (A-C)? Place an X in the matrix where there is well-defined connection.

	A.	B.	C.	In what ways could the connection(s) be clearer? Can everyone explain this is WHY you do this Activity/use resources in this way?
1.				
2.				
3.				
4.				
5.				