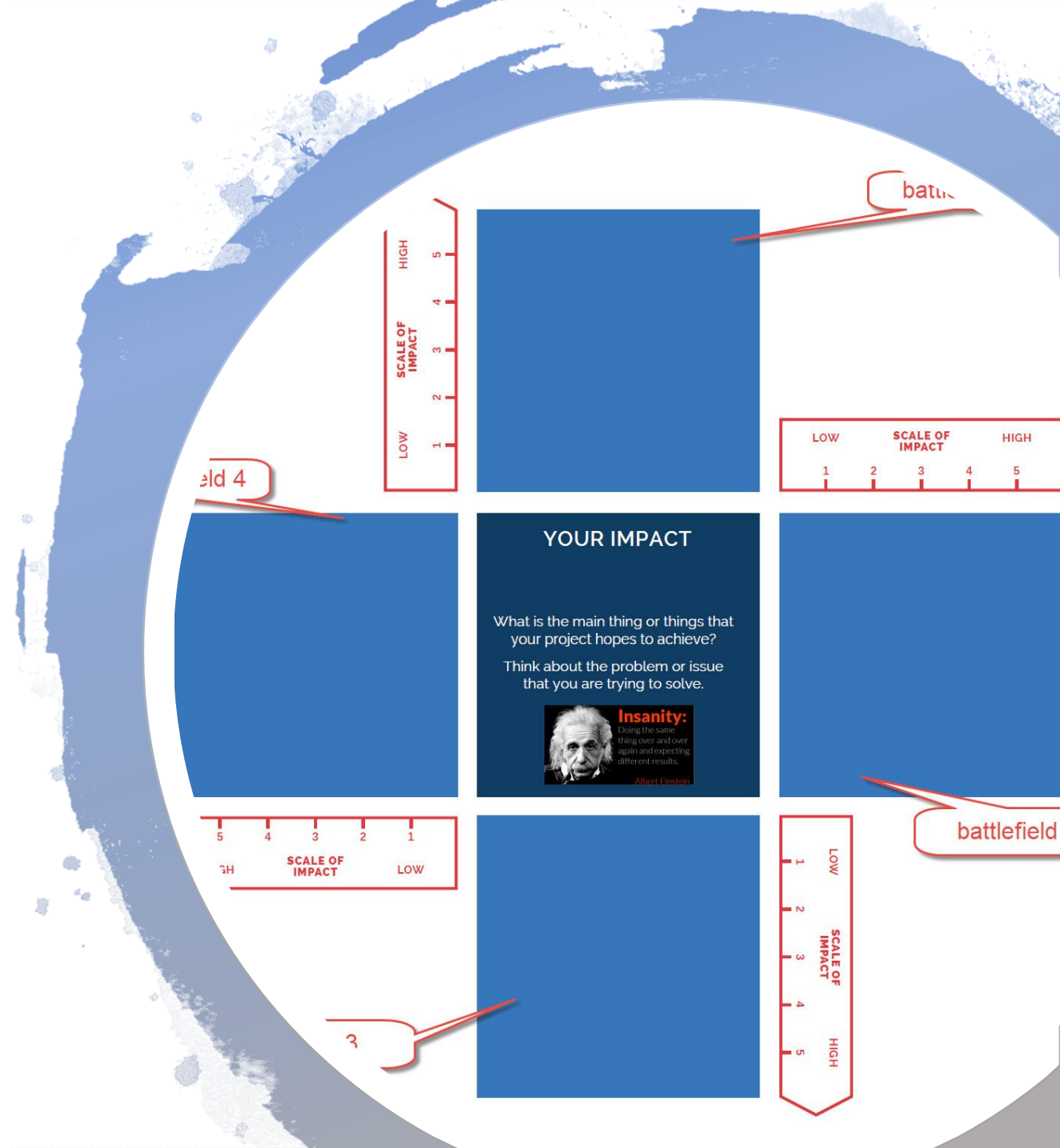




IMPACT+ exercise



Impact

Impact is the fundamental change that happens as a result of an activity.

It will generally occur in the long term, often after the activity has finished.

But what is the impact+ exercise?

[Steven Murray will tell us](#) - [offline](#)

YOUR IMPACT

What is the main thing or things that your project hopes to achieve?

Think about the problem or issue that you are trying to solve.

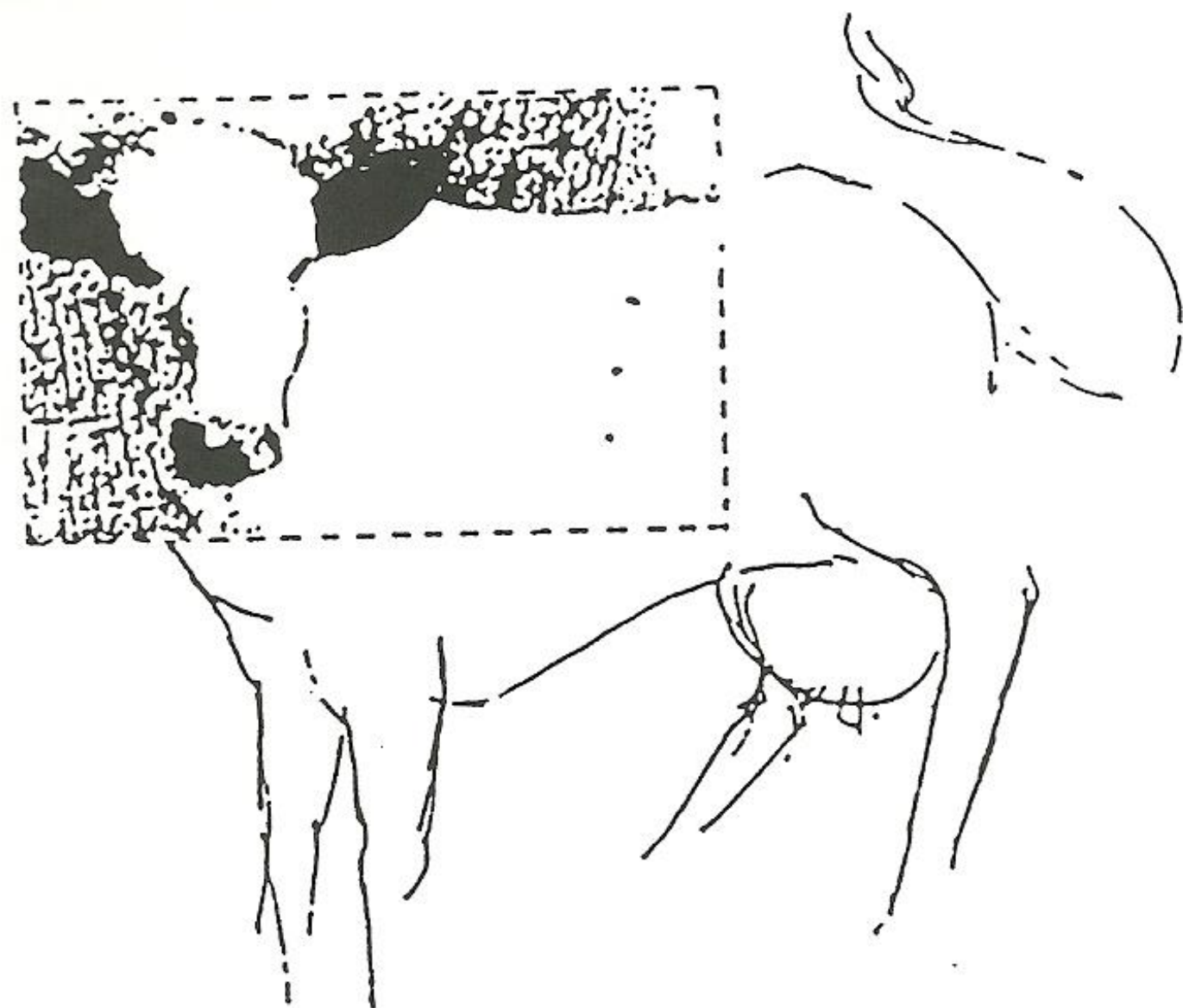
KISS

keep it short & simple

Why are you and your
organisation participating in
this Erasmus-plus-KA2 project?







YOUR IMPACT

What is the main thing or things that your project hopes to achieve?

Think about the problem or issue that you are trying to solve.



ONE SIZE
DOESN'T
FIT ALL

To create this impact, What are the most important area's to focus on?

Project staff

Learners

Partner
organisations

Systemic
level

Employees

Culture

Structures

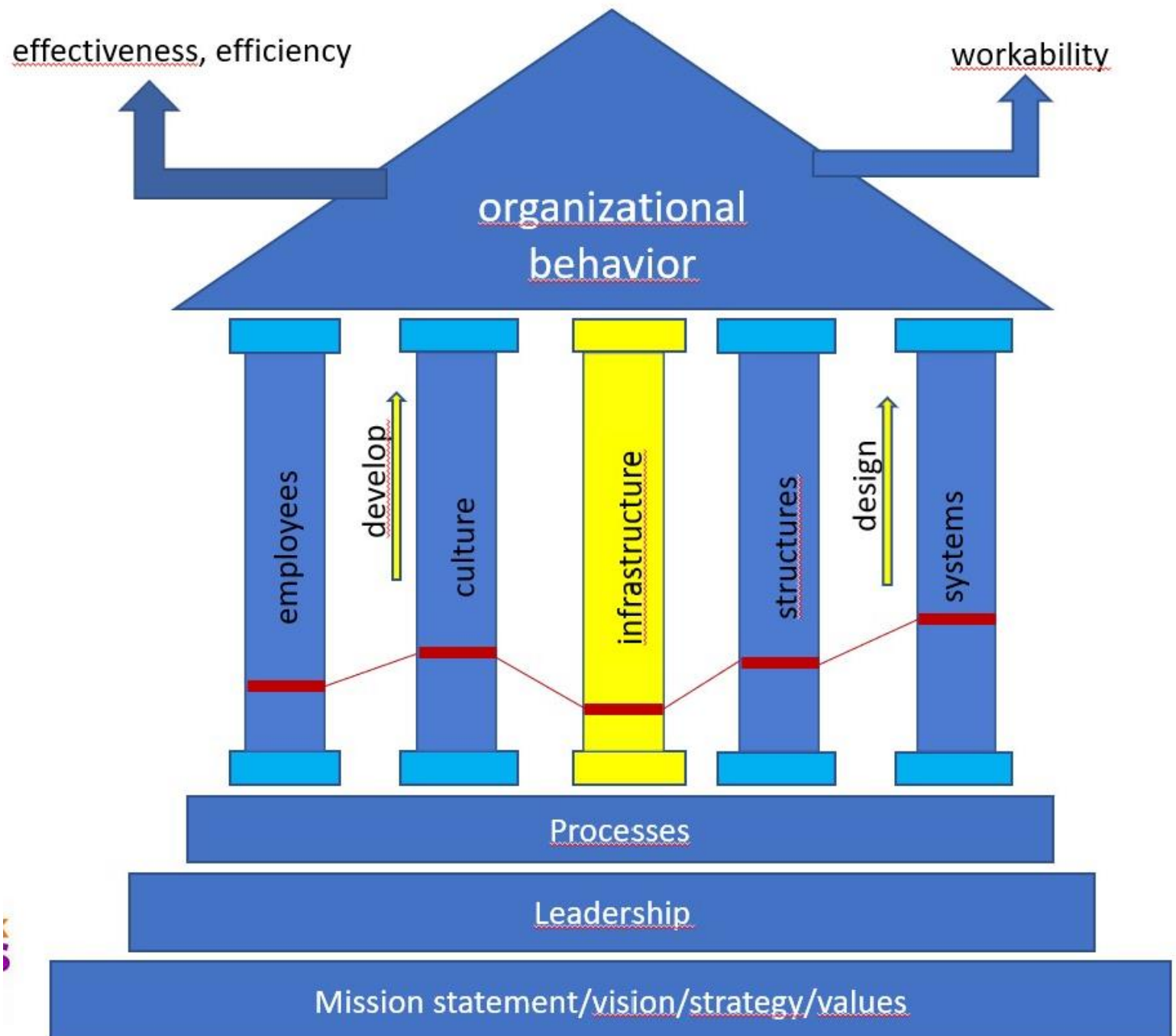
Leadership

Systems

...



How to create
impact on
your
organizational
behavior?



The time for action is now. It's
never too late to do something.

Arising at Saint-Despéry

© 2011



A ACTION
C CHANGES
T THINGS



But first ...

*What is the most
dangerous phrase in the
language?*



Grace Murray Hopper (1906-1992)
A legacy of innovation and service

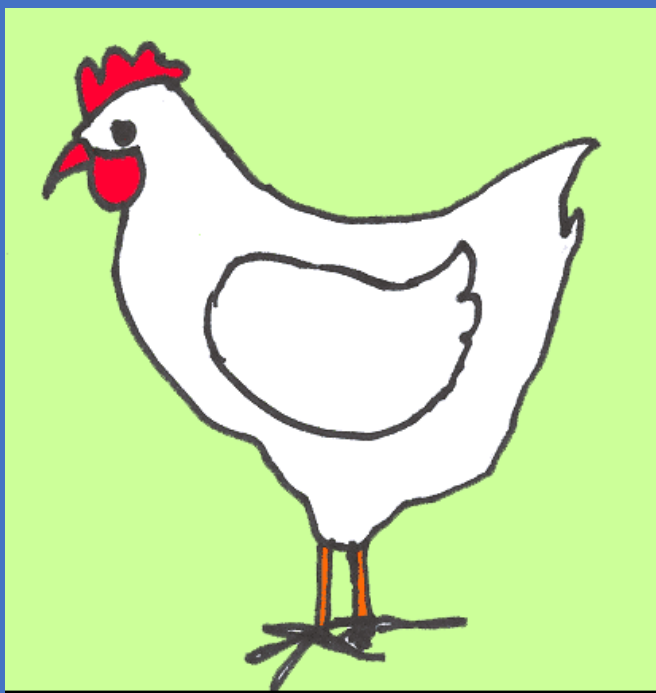


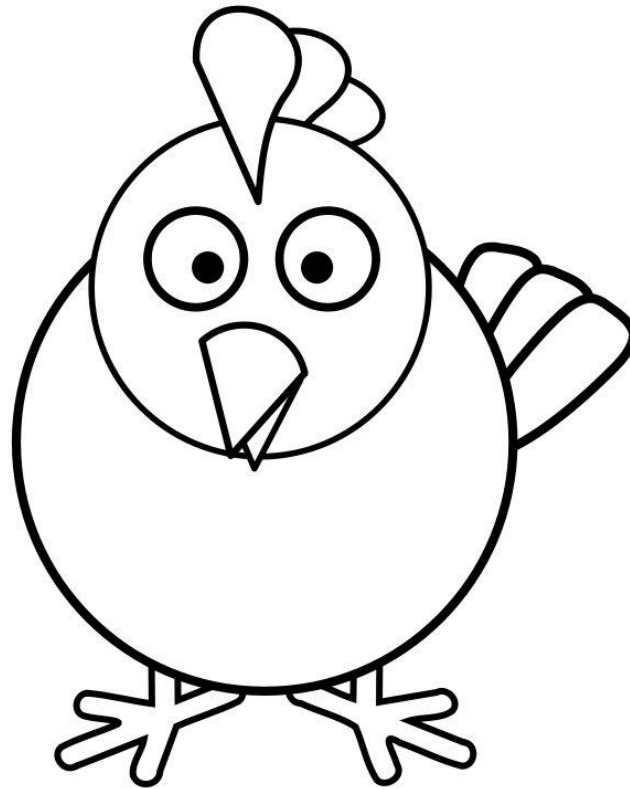
*“We’ve
always done it
this way”*



Please draw a chicken and an owl

A chicken	A owl
-----------	-------









“Doing the same thing
over and over again and
expecting different
results, that’s what I
called *insanity*”



- How will your activities affect staff working on the project?
- What new experience, skills and competences will they develop?
- How will involvement in the project support staff in their continuing professional development?

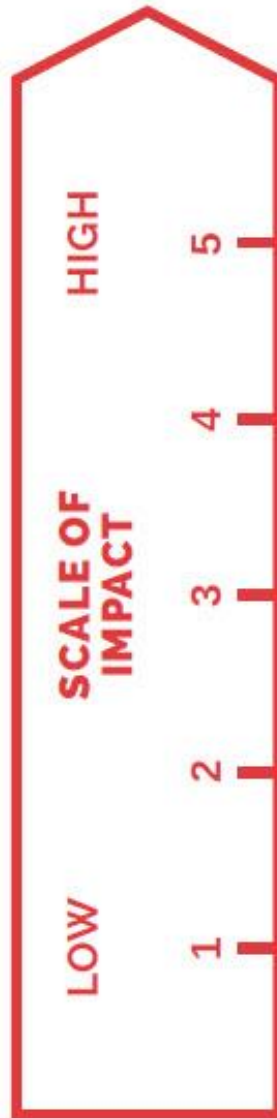


PROJECT STAFF

LEARNERS

- What change will occur for learners as a result of your activities?
- What new skills or competences will they gain?
- How will their attitudes, opinions or aspirations change as a result of the project?





PARTNER ORGANISATIONS

- What changes will occur in partner organisations as a result of the activities?
- What new or improved partnerships, products or services will be generated?
- How will policies or procedures be changed or improved?



- What changes to legislation or public policy will occur in your sector or field?
- What contribution will you make to improvements in professional practice or methods of learning?
- What new or improved qualifications or learning modules will you produce?
- What benefits will your project deliver for sector or professional networks?

SYSTEMIC

We Will Work On - WWWO



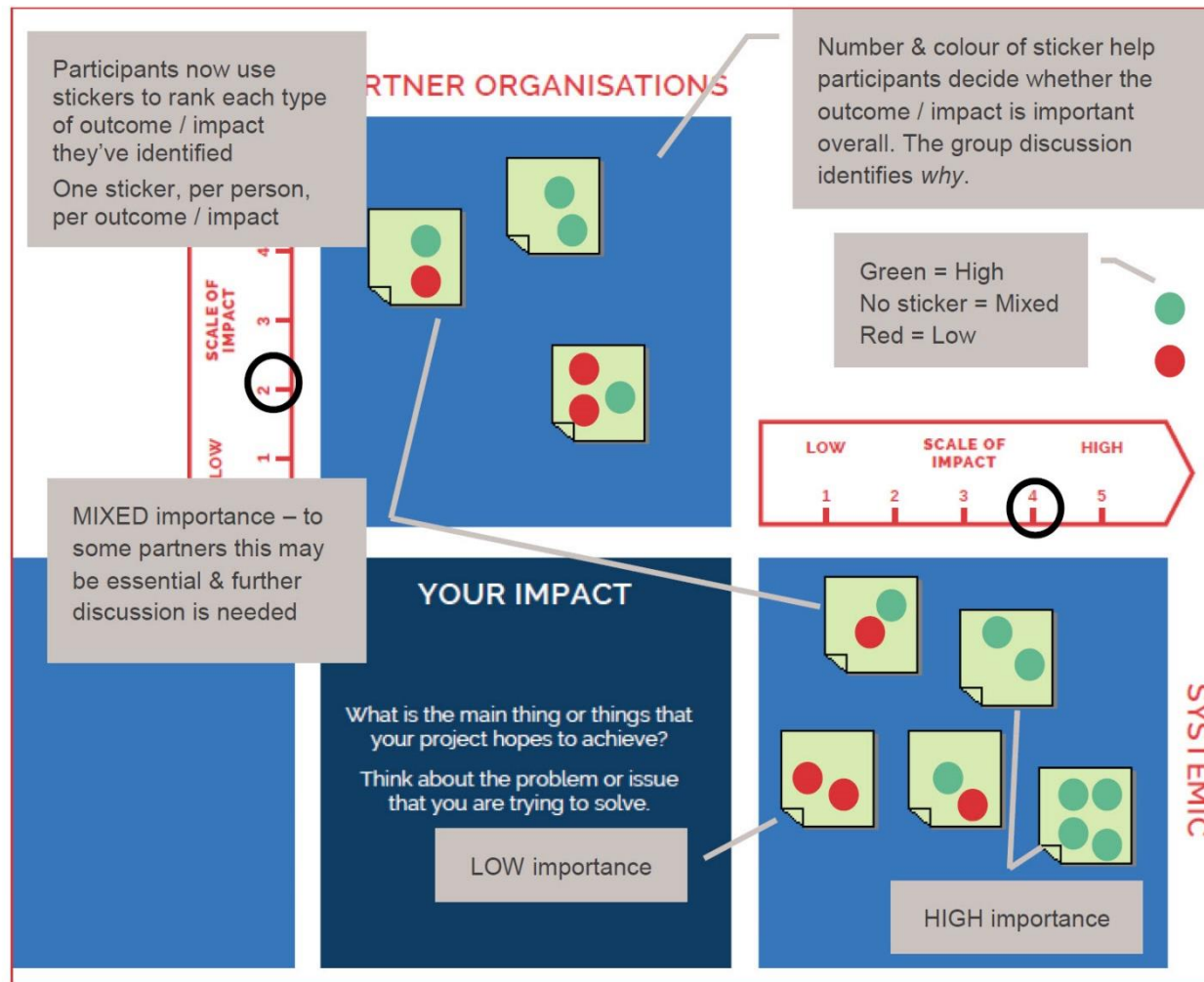
What I look for - WILF



This is because - TIB



Are we on track?





Rate how important the notes in each box are to the achievement of the overall intended aim in the centre box (THE IMPACT)


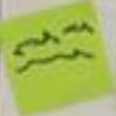

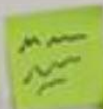
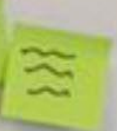



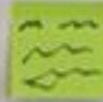
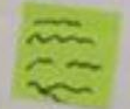


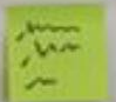


Choose at least two highest ranked sideboxes

- These are your most important areas of potential impact in your organisation
- Rate individually every note in the chosen sideboxes:
 - Very important
 - Mixed importance/unsure
 - Not at all important



Looking for
indicator to
measure
outcomes/impact

OUTCOME/ IMPACT	POSSIBLE INDICATORS
①	    
②	 
③	  
④	  

Data sources and data collection

OUTCOME/ IMPACT	INDICATOR	DATA COLLECTION/ SOURCE
		 
		 
		
		
		 

Round-up:
Bringing it all
together

Area's	Impacts/ outcomes	Indicators	Data sources	<i>Short term</i>	<i>Medium term</i>	<i>Long term</i>



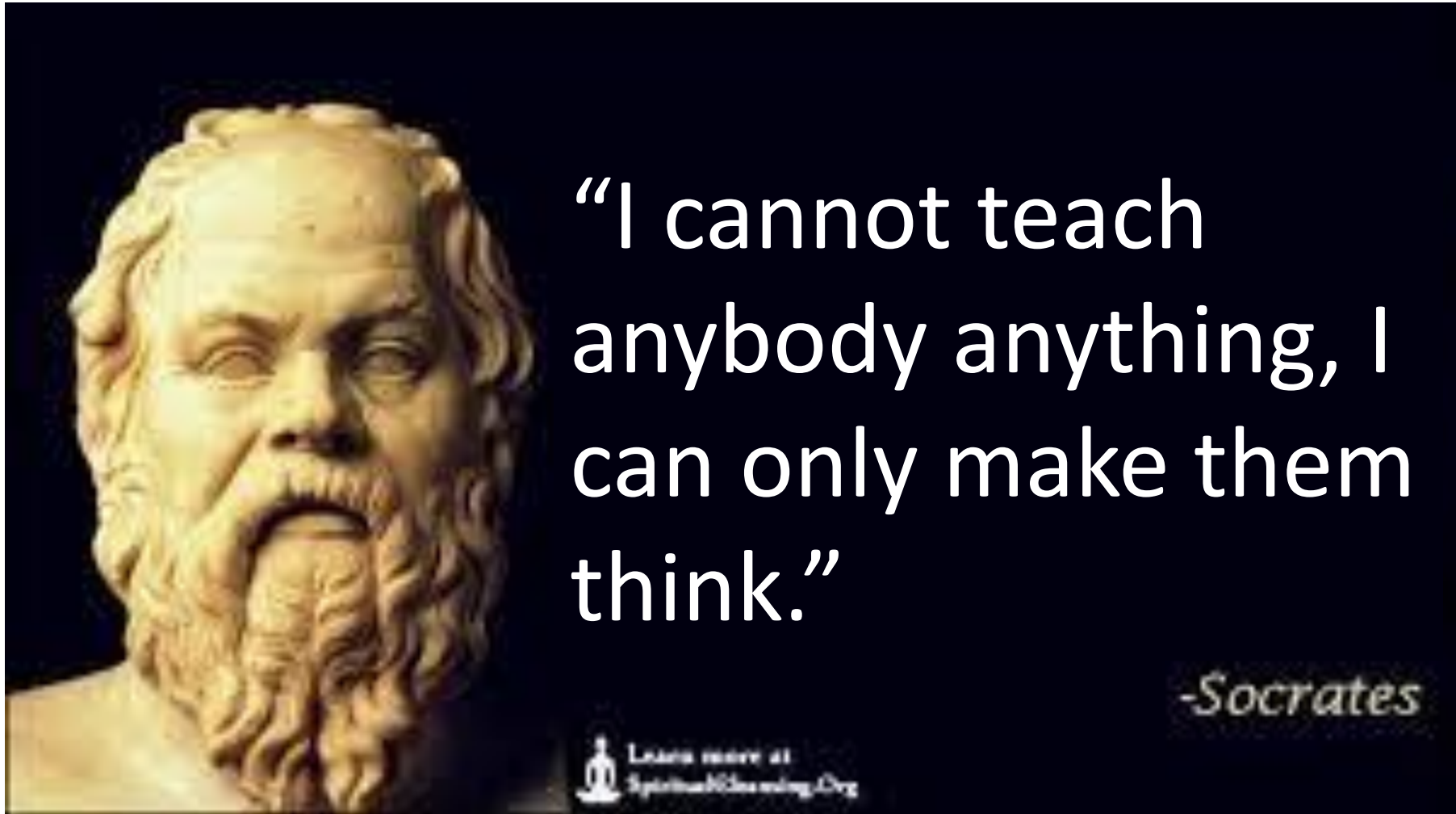
Wrapping up

WWW	What went well?
EBI	Even better if...
MNSI	My next step is ...



Smile you all did a
great job !

Your
Question



**There are four rules for
miraculous work creation:
be positive, send love,
have fun, kick ass.**


– Marianne Williamson

$$R = f(n^m)$$

R = internal resistance to new ideas

n = the number of employees

m = the number of management levels



*Vision Without Action Is A
Daydream.
Action Without Vision Is A
Nightmare.*

— Kush Kotecha



Tim Van Aken

Pedagogisch adviseur

Katholiek Onderwijs Vlaanderen

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