Appendix 1

Example of a graphic representation of a collective change theory organized according to intervention design concepts and displayed using the symbols shown in Figure 2. This diagram was developed to support a multi-agency project in North Carolina aimed at developing strategic action plans for coordination of programs focused on preservation of non-developed land. Several key strategic themes were identified as critical to the success of the project, with specific implementation activities planned for each theme. The diagram shows the change theory for one of these themes, with the interconnections between them. This version was simplified for clarity, to meet a particular communication objective with a particular audience.