

Clear Horizon

Most Significant Change

Two days

About the training

The Most Significant Change technique (MSC) is one of Clear Horizon's flagship techniques. MSC was developed by Dr Rick Davies and has been implemented in hundreds of organisations across the world. Rick Davies and Jess Dart wrote the MSC User Guide together in 2005 and were jointly awarded the 2006 Australasian Evaluation Society Award for this technique.

MSC is a powerful tool for monitoring, evaluation and organisational learning. MSC goes beyond merely capturing and documenting participants' stories of impact, by offering a means of engaging in effective dialogue. The MSC process offers an opportunity for a diverse range of stakeholders to enter into a dialogue about program intention, impact and ultimately future direction.

The course is designed to provide a level of operational competency sufficient for participants to take a lead role in the promotion, planning and implementation of an MSC process in their own programs or organisations.

Training process

This workshop style course will begin by providing participants with an understanding of MSC's theoretical foundations, key elements and possible applications. Participants will then be mentored through the development of a real life MSC process using a staged approach to the scoping, planning and implementation of the technique.

Each stage will involve the introduction of key concepts and considerations, an illustrative learning activity and an opportunity for training participants to workshop appropriate strategies for applying the process to their own working contexts.

Learning objectives

By the end of the training participants should be able to:

- be familiar with the theory, purpose and different uses of MSC
- know how to implement a comprehensive MSC process
- have developed an MSC system for their program or organisation
- understand how to use MSC as a monitoring tool, for evaluative purposes and to promote organisational learning.