

# Output to Outcome needs a paradigm shift in team culture

Quantifiable, measurable, SMART outputs to changes in attitudes, relationships or behaviour is a complex shift needing multiple conjoint changes in a development team's internal culture, external work style and the funding environment in which it operates.



Understand and value outcomes...

- + ...deliberately plan them...
- + ...through strategies to change behaviour attitudes and relationships...
- + ...recognise those changes as they arrive...



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...Anita, confident that school children's environmental attitudes and behaviour in a Himalayan valley really is worthwhile development work.



- + ...learn to record them...
- + ...all in an outcome centred team culture of support discussion, reflection, challenge and celebration...



+ ...with an outcome engaged funder

