

Shaping Places for Well-Being in Wales

Revised Theory of Change Narrative – December 2024

1. What is the starting point for the programme?

Public Services Boards (PSB) in Wales are at different levels of maturity in terms of the Well-being of Future Generations (Wales) Act's 5 ways of working. Some PSB have started to embrace system thinking approaches, for example Healthy Weight, Healthy Wales Whole Systems Approach. PSB well-being plans have been produced and PSB are at different stages for identifying priority areas for action. PSB receive support from a range of organisations and programmes (e.g. Future Generations Commissioner's Office, Co-production Network for Wales).

2. Shaping Places for Well-being Wales programme team activities

The programme team will deliver the following activities:

- information sessions to PSB chairs
- aligning programme with Future Generations Commissioner's Office's work
- sessions on systems thinking approach activities to learning groups
- annual cross learning group events
- support for learning group participants to apply learning in PSB
- develop an MS Teams channel for sharing information and collaboration
- agreeing systems thinking approach principles with Healthy Weight, Healthy Wales Whole Systems Approach team
- relationship building and achieving buy in across PSB

3. What happens in the learning groups

The following activities take will take place in the learning groups:

- working through the systems thinking approach activities
- sharing knowledge and insights with other learning group participants
- reflecting on activities undertaken in learning group sessions and their application in PSB, and
- participants will feedback on the programme activities

3.1 How change happens in the learning groups

The mechanisms of change (modes of action derived from [The Theory and Techniques Tool](#)) describe how change will happen.

In the learning groups, a focus is on building beliefs, attitudes and motivation so participants:

- develop positive beliefs about their systems thinking capabilities
- believe that using systems thinking tools and methods will lead to better and effective actions, and
- are motivated to test and share learning on using systems thinking tools and methods in their PSB.

4. What happens at the PSB level

The following activities will take place at the PSB level

- learning group participants and PSB teams will adapt systems thinking tools and methods for their local context
- executive level programme champions raise the profile of the programme; local / regional support networks for systems thinking and work on topics within the systems-of-interest will be developed
- learning group participants test systems thinking tools and methods in PSB, and
- programme participants and PSB colleagues will feedback on application of activities undertaken in the learning groups to inform programme adaptation

PSB will also receive support from a range of other programmes and organisations.

4.1. How change happens at the PSB level

The mechanisms of change (modes of action derived from [The Theory and Techniques Tool](#)) describe how change will happen.

At the level of PSB, change is expected to occur through the following modes of action: environmental context and resources; beliefs, attitudes and motivation; social learning and influence and knowledge and skills.

- *Environmental context and resources*- senior leaders in PSB value the programme, sign learning agreements and support programme participants.
- *Beliefs, attitudes and motivation* – PSB members believe systems thinking approaches will lead to better decisions and effective actions.
- *Social learning and influence* - PSB influence each other to use systems thinking approaches; learning group participants learn from each other on progressing well-being plans and applying systems tools and methods.
- *Increasing knowledge and skills* - learning group participants develop knowledge in systems thinking tools and methods and skills in applying systems thinking tools and methods. PSB colleagues outside of the learning groups develop knowledge in systems thinking approaches.

5. Short-term impacts

Along with support from other organisations and programmes shaping the culture and ways of working of PSB, the anticipated programme short-term impacts are

- increased system thinking capability in learning group participants and PSB
- PSBs use systems tools and methods to understand and identify actions within systems-of-interest
- identification of systems levers for improving well-being outcomes
- increase use of Well-being of Future Generations (Wales) Act sustainability principle (5 Ways of Working), and
- capacity for using systems thinking tools and methods increased

6. Medium-term outcomes

The anticipated medium-term programme outcomes are:

- evidence of systems thinking approaches in planning and development of future PSB well-being plans
- increased system working in partnership
- increased network strength
- increased joined up policies
- learning on systems thinking approach application shared across UK, and
- systems thinking approach community of interest established

7. Long-term outcome

The desired long-term outcome is to influence the wider determinants of health for health and equity.