

GRÓ Theory of Change

Impact	Through capable individuals and organisations, partner countries progress towards the achievement of the targeted SDGs by promoting sustainable use of natural resources; strengthening resilient natural and human systems; advancing equality and human rights; and improving human wellbeing.		
Assumptions	<i>GRÓ's partner institutions and organisations are committed to the implementation of SDGs relevant to the role and mandate of their respective organisations.</i>		
Outcome	GRÓ training participants, fellows and scholarship recipients and their respective organisations promote and implement changes needed to achieve the SDGs relevant to their field of work.		
Assumptions	<i>Partner organisations recognise the new knowledge, skills and competencies acquired by GRÓ training participants, fellows and scholarship recipients.</i>		
	<i>Partner organisations will encourage returning staff members to practice and spread what they have learnt in GRÓ supported trainings and activity.</i>		
	<i>The GRÓ training participants, fellows and scholarship recipients become change agents in their field of expertise. They use the increased capacity gained through the GRÓ training to promote sustainable development within their sphere of influence in their organisations and home countries.</i>		
Outputs	1. Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in their respective professional fields.	2. Production and dissemination of new knowledge by GRÓ training participants, fellows and scholarship recipients.	3. Professional empowerment of GRÓ training participants, fellows and scholarship recipients is increased through GRÓ community building and networking.
Assumptions	<i>Candidates for GRÓ training activities have basic working knowledge, skills, and some experience in their fields but benefit from applied training to further improve their skills, knowledge, and leadership abilities.</i>	<i>GRÓ training participants, fellows and scholarship recipients develop an understanding of the main issues in their fields. They learn about and develop innovative solutions applicable to challenges in their home contexts to reduce poverty.</i>	<i>Participants in GRÓ training activities, fellows, scholarship recipients and teachers alike, have valuable knowledge and experience and learn from one another during the training and follow-up activities.</i>
	<i>Partner organisations recognize the need for strengthening these capacities and competencies and are therefore willing to utilise GRÓ training opportunities for their staff members.</i>	<i>GRÓ training participants, fellows and scholarship recipients undertake applied research that is relevant to addressing challenges in their home countries.</i>	<i>GRÓ alumni interact and collaborate within their home countries, regions and beyond, thereby advancing sustainable development and equality in their organisations and countries. GRÓ alumni networks serve as mechanisms for cooperation between partner countries.</i>
	<i>Partner organisations are willing and able to work with the GRÓ Programmes to establish priorities for training.</i>	<i>Knowledge, techniques, policies and strategies can be adapted and applied in a variety of contexts.</i>	
Activities	GRÓ programmes run 5–6-month training courses annually in Iceland.	Applied final projects are part of the training curriculum in the GRÓ 5–6-month training programmes.	A GRÓ community is created across countries, regions and the thematic fields of GRÓ.
	GRÓ programmes provide financial and technical support to develop and deliver short courses in partner countries.	GRÓ offers scholarships for postgraduate programmes in GRÓ's areas of work.	GRÓ alumni are involved in teaching and organisation of short courses in partner countries.
	GRÓ programmes develop and deliver online content and courses.	GRÓ alumni are supported to participate in regional and international conferences.	GRÓ alumni and partner institutions and organisations collaborate to address development challenges.
	GRÓ programmes offer scholarships to alumni to pursue graduate studies at Icelandic universities in their respective fields of study.		