



Institutional Logic Map

See the System. Connect the Dots.

EXPLAINER GUIDE

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1. What It Is

The Institutional Logic Map is a visual thinking tool designed to help public institutions clarify how their mandates, programmes, people, and resources fit together. It brings coherence to complexity by mapping institutional intent, capabilities, and delivery pathways in a single, integrated view.

In many institutions, particularly in small states and high-stakes environments, strategy execution is hindered not by a lack of ambition but by internal fragmentation, overlapping roles, unclear mandates, and siloed operations. The Logic Map helps reveal and correct these disconnects by encouraging systemic thinking and shared understanding.

This tool moves beyond traditional organograms. It enables leadership teams to visualise how their institutions actually work: how functions interconnect, where authority flows, and how priorities are implemented across units.

By making institutional logic visible, the Map helps shift organisations from firefighting to forward planning, and from internal confusion to operational clarity.

2. What It Helps You Do

- Visualise how mandates and functions translate into delivery
- Spot duplication, fragmentation, or mission drift across teams
- Clarify roles, responsibilities, and resource flows
- Align internal structures with strategic goals
- Build a shared mental model of how the institution operates
- Support onboarding, restructuring, and transition planning

3. When To Use It

Use the Institutional Logic Map:

- At the start of strategy, reform, or institutional planning
- When roles or mandates are unclear, overlapping, or misaligned
- To support inter-agency or donor coordination
- During leadership transitions, restructuring, or onboarding
- When delivery is falling through the cracks or teams feel misaligned

- To surface systemic weaknesses before launching new initiatives

4. Example Scenarios

- A new Director General is appointed and needs a rapid understanding of how programmes, teams, and budgets connect
- A Ministry is absorbing new functions and must align its structure with emerging responsibilities
- A development partner requests an overview of delivery mechanisms and internal coherence before committing support
- A cross-agency steering committee needs a shared reference point to coordinate complex reform initiatives
- Internal audits or evaluations reveal duplication and delivery gaps across units

5. How To Use It

The Logic Map is best developed collaboratively during facilitated workshops, team retreats, or strategic planning sessions. It begins by mapping out current mandates, structures, and delivery pathways – then identifying where linkages are strong, missing, or unclear.

Start with the basics:

- What is our mandate?
- What are our key functions?
- How do our programmes, teams, and resources align to those functions?

Then explore:

- Where are the disconnects, bottlenecks, or overlaps?
- How do we actually deliver on our goals?
- What needs to shift for better coherence and coordination?

The tool can be drawn manually or developed digitally. It is not meant to replace organisational charts but to complement them by mapping not just who reports to whom, but how the institution thinks, works, and delivers.

6. Who It's For

The Institutional Logic Map is ideal for:

- Permanent Secretaries, Directors, and Institutional Leaders
- Strategic planners and reform teams
- Technical advisors and development partners
- Internal coordination and delivery units

It is especially valuable in complex, transitional, or under-resourced environments where institutions need a clearer picture of how they function and how to improve performance.

7. Optional Add-Ons

The Logic Map can be used on its own or as part of a broader institutional strengthening effort:

- Institutional Planning or Strategy Retreats
- Pre-Reform Diagnostic or Capacity Assessment
- Donor or Programme Coordination Support
- Integration with Structured Transition Framework or Delivery Accelerator

8. Final Encouragement

The Logic Map doesn't just show what you do – it helps you understand how and why it matters.

Use it to:

See the system clearly
Strengthen institutional logic
Align structure to strategy
Build smarter institutions.