Aligning M&E with Organizational Strategy Training Course

Professional Development Training Course Outline

Category	Monitoring and Evaluation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Aligning M&E with Organizational Strategy Training Course is essential for achieving measurable impact, accountability, and evidence-based decision-making. This training course equips participants with practical skills to integrate M&E systems, strategic planning, performance management, and results-based frameworks into organizational strategy. Participants will learn how to translate mission, vision, and strategic objectives into SMART indicators, performance dashboards, and learning systems that support adaptive management and donor compliance.

The course emphasizes strategic alignment, theory of change integration, outcome mapping, and organizational learning to ensure M&E drives continuous improvement rather than compliance alone. Using real-world NGO, public sector, and donor-funded project case studies, participants will gain hands-on experience aligning M&E plans with corporate strategies, logframes, KPIs, and sustainability goals, enabling leadership teams to make data-driven decisions and demonstrate value for money.

Programme Curriculum

Aligning M&E with Organizational Strategy Training Course

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5 days

Course Objectives

By the end of this course, participants will be able to:

1. Align M&E systems with organizational vision, mission, and strategic priorities
2. Integrate Results-Based Management (RBM) into strategic planning processes
3. Develop strategy-aligned theories of change and logic models
4. Translate strategic goals into SMART KPIs and outcome indicators
5. Design strategic M&E frameworks that support decision-making
6. Strengthen organizational performance management systems
7. Link M&E findings to adaptive management and strategic learning
8. Align donor M&E requirements with internal strategy and reporting
9. Use data visualization and dashboards for executive-level insights
10. Improve accountability, transparency, and value for money
11. Embed M&E into organizational governance and leadership processes
12. Apply strategic evaluation findings to policy and program improvement
13. Build a culture of learning, innovation, and evidence use

Target Audience

1. Monitoring & Evaluation Officers and Managers
2. Program and Project Managers
3. Strategic Planning and Performance Officers
4. NGO and INGO Senior Management Teams
5. Government Policy and Planning Officers
6. Donor-Funded Project Implementers
7. Development Consultants and Advisors
8. Corporate Social Impact and Sustainability Teams

Course Modules

Module 1: Organizational Strategy and M&E Fundamentals

- Strategic planning cycles and M&E linkages
- Vision, mission, and strategic objectives alignment
- Role of M&E in organizational performance
- Strategy-driven vs compliance-driven M&E
- **Case Study:** Aligning M&E to a five-year NGO strategic plan

Module 2: Results-Based Management and Strategic Alignment

- RBM principles and strategic outcomes

- Strategic results chains and performance pathways
- Aligning corporate KPIs with program indicators
- Outcome-focused planning and reporting
- **Case Study:** RBM alignment in a donor-funded health program

Module 3: Theory of Change for Strategic M&E

- Strategy-level theories of change
- Assumptions, risks, and strategic pathways
- Linking ToC to organizational goals
- Using ToC for strategic reviews
- **Case Study:** Organization-wide ToC for education reform

Module 4: Strategic Indicators and Performance Measurement

- Selecting strategy-aligned indicators
- Balanced scorecards and KPI frameworks
- Outcome and impact measurement
- Avoiding indicator overload
- **Case Study:** Executive KPI dashboard for senior leadership

Module 5: M&E Systems Supporting Strategy

- Designing strategy-responsive M&E systems
- Data flows for decision-making
- Integrating MIS, dashboards, and reporting tools
- Strategic data quality assurance
- **Case Study:** Digital M&E system supporting corporate strategy

Module 6: Using Evidence for Strategic Decision-Making

- Evidence-based management practices
- Strategic learning and sense-making
- Adaptive management using M&E findings
- Turning data into strategic insights
- **Case Study:** Strategy pivot informed by mid-term evaluation

Module 7: Aligning Donor Requirements with Organizational Strategy

- Harmonizing donor M&E frameworks
- Managing multiple reporting demands
- Strategy-aligned donor compliance
- Value for money and impact reporting
- **Case Study:** Multi-donor project alignment with organizational goals

Module 8: Governance, Leadership, and Learning Culture

- Role of leadership in strategic M&E
- Embedding M&E in governance structures
- Building learning organizations
- Strategic reviews and reflection processes
- **Case Study:** Board-level use of M&E for strategic oversight

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com