Developmental Evaluation Models 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

Developmental Evaluation (DE) is a cutting-edge approach designed to support innovation, complexity, and adaptive learning in dynamic environments. Developmental Evaluation Models Training Course equips participants with advanced strategies to monitor, evaluate, and refine programs in real time. By integrating systems thinking, complexity theory, and data-driven decision-making, participants will gain the skills to enhance program responsiveness, foster innovation, and generate actionable insights that drive sustainable impact.

This course emphasizes practical applications, hands-on case studies, and interactive methodologies to empower evaluators, managers, and policymakers. Through this training, participants will learn to design flexible evaluation frameworks, leverage qualitative and quantitative data, and cultivate an evidence-based culture for continuous learning. By the end of the course, learners will be able to implement developmental evaluation models that adapt to evolving challenges and maximize program effectiveness in complex and uncertain contexts.

Programme Curriculum

Developmental Evaluation Models Training Course

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Course Duration

5 days

Course Objectives

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

1. Understand Developmental Evaluation frameworks and their applications in complex programs.
2. Apply real-time data analysis for adaptive decision-making.
3. Design flexible evaluation strategies that respond to evolving project contexts.
4. Integrate systems thinking into evaluation processes.
5. Utilize qualitative and quantitative methods to capture dynamic program outcomes.
6. Foster innovation and learning cultures within organizations.
7. Analyze emergent patterns and trends in developmental projects.
8. Implement feedback loops to enhance program responsiveness.
9. Leverage technology and digital tools for developmental evaluation.
10. Conduct stakeholder mapping and engagement for adaptive programs.
11. Interpret complex data sets to inform strategic decisions.
12. Integrate social impact measurement in developmental contexts.
13. Apply case study analysis for practical understanding of DE in diverse sectors.

Target Audience

- Program Managers
- Monitoring & Evaluation (M&E) Professionals
- Policy Analysts
- Innovation and Strategy Specialists
- Nonprofit Leaders and Staff
- Government Program Officers
- Research and Data Analysts
- Social Entrepreneurs

Course Modules

Module 1: Introduction to Developmental Evaluation

- Definition and principles of DE
- Differences between DE and traditional evaluation
- Key applications in complex environments
- Understanding adaptive learning in DE
- **Case study:** DE in a health innovation program

Module 2: Systems Thinking and Complexity

- Basics of systems thinking
- Mapping program complexity
- Identifying leverage points
- Handling uncertainty in program design
- **Case study:** DE in education reform initiatives

Module 3: Designing Developmental Evaluation Frameworks

- Framework components and structure
- Establishing evaluation questions
- Linking objectives to adaptive strategies
- Integrating flexibility in evaluation
- **Case study:** Adaptive evaluation for social enterprise growth

Module 4: Data Collection Methods for DE

- Qualitative vs quantitative methods
- Real-time data gathering techniques
- Surveys, interviews, focus groups in DE
- Observational and participatory methods
- **Case study:** Tracking program evolution in NGO interventions

Module 5: Data Analysis and Interpretation

- Coding qualitative data for insights
- Statistical tools for DE
- Identifying emergent patterns
- Visualization techniques for complex data
- **Case study:** Analyzing innovation pilots in urban development

Module 6: Feedback Loops and Adaptive Decision-Making

- Designing effective feedback mechanisms
- Iterative learning cycles
- Incorporating stakeholder input
- Adjusting program strategies based on evidence
- **Case study:** Real-time course correction in public health programs

Module 7: Technology and Tools for DE

- Digital tools for data collection and visualization
- Software for adaptive evaluation
- Mobile and cloud-based solutions
- Leveraging dashboards for decision-making
- **Case study:** Tech-enabled monitoring of community programs

Module 8: Integrating DE into Organizational Culture

- Building a learning organization
- Encouraging experimentation and innovation
- Scaling adaptive practices
- Sustainability of DE initiatives

- **Case study:** DE embedded in government innovation labs

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

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

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