Integrating M&E and Learning Systems 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

In today’s data-driven landscape, organizations require robust Monitoring & Evaluation (M&E) and Learning Systems to optimize performance, enhance accountability, and drive evidence-based decision-making. Integrating M&E and Learning Systems Training Course equips professionals with cutting-edge strategies, tools, and methodologies to seamlessly combine monitoring, evaluation, and organizational learning for improved program outcomes. Participants will gain practical insights into designing, implementing, and sustaining M&E systems that promote continuous learning, organizational growth, and strategic impact.

This training emphasizes the importance of adaptive learning, knowledge management, real-time data utilization, and evidence-based decision-making. Through interactive sessions, case studies, and hands-on exercises, participants will learn to align M&E processes with organizational objectives, integrate digital tools, foster a learning culture, and translate insights into actionable strategies. By the end of this course, participants will be empowered to transform M&E systems into dynamic engines of innovation, accountability, and sustainable development.

Programme Curriculum

Integrating M&E and Learning Systems Training Course

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Course Objectives

1. Understand the fundamentals of integrated M&E and learning systems.
2. Apply data-driven decision-making in program management.
3. Design adaptive M&E frameworks aligned with organizational goals.
4. Strengthen knowledge management practices for continuous learning.
5. Utilize digital tools and dashboards for real-time monitoring.
6. Foster a learning culture within teams and organizations.
7. Conduct evidence-based evaluations for program improvement.
8. Integrate feedback loops for adaptive program management.
9. Implement strategic learning agendas to influence policy and practice.
10. Develop skills in data visualization and reporting.
11. Apply participatory approaches to engage stakeholders.
12. Leverage predictive analytics for future-focused decision-making.
13. Enhance organizational accountability, transparency, and impact.

Target Audience

1. M&E officers and managers
2. Program and project managers
3. Data analysts and researchers
4. Policy makers and government officials
5. Non-governmental organization (NGO) staff
6. Development practitioners
7. Knowledge management professionals
8. Consultants and advisors in program evaluation

Course Modules

Module 1: Foundations of Integrated M&E and Learning Systems

- Introduction to M&E and Learning Systems
- Principles of integrated monitoring, evaluation, and learning
- Key components of a functional M&E system
- Case study: UNDP’s integrated M&E framework
- Challenges and best practices in system integration

Module 2: Designing Adaptive M&E Frameworks

- Adaptive management principles in M&E
- Setting indicators and targets for learning
- Aligning M&E frameworks with organizational strategy
- Case study: Adaptive program design in health initiatives
- Tools for dynamic M&E planning

Module 3: Data Collection and Management for Learning

- Methods for collecting high-quality data
- Leveraging digital tools and dashboards
- Data integrity, security, and ethical considerations
- Case study: Mobile data collection in field evaluations
- Best practices in data storage and management

Module 4: Knowledge Management and Organizational Learning

- Building a knowledge management culture
- Capturing lessons learned from projects
- Transforming data into actionable insights
- Case study: Knowledge management in large NGOs
- Strategies for promoting cross-team learning

Module 5: Participatory Approaches in M&E

- Engaging stakeholders in M&E processes
- Co-creation of indicators and tools
- Participatory monitoring techniques
- Case study: Community-driven M&E in rural development
- Benefits of participatory evaluation for sustainability

Module 6: Data Analysis, Visualization, and Reporting

- Quantitative and qualitative analysis techniques
- Using dashboards for real-time monitoring
- Data storytelling for decision-makers
- Case study: Data visualization impact on policy adoption
- Reporting frameworks for learning and accountability

Module 7: Learning for Policy and Program Improvement

- Translating evaluation findings into actionable recommendations
- Creating strategic learning agendas
- Influencing policy through evidence
- Case study: Policy change informed by M&E in education sector
- Ensuring learning informs future project design

Module 8: Sustainability and Institutionalization of Learning Systems

- Embedding M&E into organizational culture
- Maintaining continuous improvement cycles
- Strategies for long-term system sustainability
- Case study: Institutionalization of M&E in government programs

- Measuring and evaluating the impact of learning systems

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

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

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