Leadership in Evaluation Functions 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 dynamic organizational landscape, effective leadership in evaluation functions is critical for driving evidence-based decision-making, enhancing program performance, and ensuring accountability. Leadership in Evaluation Functions Training Course equips professionals with cutting-edge strategies, tools, and frameworks to lead evaluation teams, design impactful monitoring and evaluation (M&E) systems, and foster a culture of learning and continuous improvement. Participants will gain insights into integrating leadership principles with evaluation best practices, navigating complex data landscapes, and influencing stakeholders through actionable insights.

This course leverages innovative methodologies, including case studies, practical exercises, interactive discussions, and real-world applications, to strengthen leadership capabilities in M&E environments. Emphasizing strategic thinking, ethical standards, and results-driven approaches, the program empowers participants to lead evaluation functions with confidence, enhance organizational impact, and champion a culture of accountability, collaboration, and evidence-based policy formulation.

Programme Curriculum

Leadership in Evaluation Functions Training Course

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Course Objectives

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

1. Demonstrate strategic leadership in evaluation functions to drive organizational impact.
2. Apply data-driven decision-making to enhance program performance.
3. Foster a culture of accountability and learning within teams.
4. Design and implement robust M&E frameworks aligned with organizational goals.
5. Utilize innovative evaluation tools and technologies to improve reporting and analysis.
6. Influence stakeholders using effective communication and advocacy strategies.
7. Integrate ethical leadership in evaluation practices.
8. Lead cross-functional and multi-stakeholder evaluation teams effectively.
9. Build capacity for adaptive leadership in complex M&E environments.
10. Enhance impact assessment and evidence translation skills.
11. Navigate evaluation governance and compliance requirements.
12. Apply trend analysis and predictive evaluation techniques for proactive decision-making.
13. Promote strategic learning and continuous improvement in organizational evaluation functions.

Target Audience

1. M&E Managers and Coordinators
2. Evaluation Officers and Specialists
3. Program Directors and Managers
4. Policy Analysts and Advisors
5. NGO and Nonprofit Leaders
6. Government Monitoring & Evaluation Professionals
7. Data Analysts involved in program evaluation
8. Organizational Development Consultants

Course Modules

Module 1: Foundations of Leadership in Evaluation

- Principles of leadership in M&E functions
- Understanding the role of evaluation in organizational strategy
- Leadership styles and their impact on evaluation outcomes
- Case study: Leadership transformation in a national health evaluation program
- Interactive group activity on leadership self-assessment

Module 2: Strategic Planning and Evaluation Governance

- Aligning evaluation with organizational goals
- Developing evaluation charters and policies
- Governance structures for evaluation teams
- Case study: Effective governance in multi-sector evaluation projects
- Scenario-based exercises on decision-making in governance

Module 3: Data-Driven Leadership

- Leveraging data for strategic decisions
- Key performance indicators (KPIs) and dashboard design
- Predictive analytics for evaluation planning
- Case study: Using KPI dashboards to drive NGO program performance
- Hands-on data interpretation exercises

Module 4: Ethical Leadership and Accountability

- Integrating ethics in evaluation processes
- Ensuring transparency and integrity in reporting
- Handling sensitive data and confidentiality issues
- Case study: Ethical dilemmas in international development evaluations
- Group discussion on ethical decision-making

Module 5: Leading Multi-Stakeholder Teams

- Building high-performing evaluation teams
- Managing cross-functional collaboration
- Conflict resolution and negotiation strategies
- Case study: Leading evaluation teams across ministries
- Role-play on stakeholder engagement and team management

Module 6: Innovative Tools and Technologies

- Digital tools for evaluation and reporting
- Leveraging interactive dashboards and visualization platforms
- Mobile and cloud-based data collection
- Case study: Adoption of digital M&E tools in a regional development project
- Hands-on exercises using digital evaluation platforms

Module 7: Influencing and Advocacy Skills

- Communicating evaluation results to decision-makers
- Strategic advocacy for evaluation uptake
- Storytelling with data
- Case study: Influencing policy through evidence-based recommendations
- Workshop on creating persuasive evaluation reports

Module 8: Promoting Learning and Continuous Improvement

- Establishing feedback loops and learning systems
- Organizational learning culture and adaptive management

- Monitoring evaluation effectiveness over time
- Case study: Transforming organizational culture through learning-focused evaluations
- Group activity on designing learning plans for evaluation units

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

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$1,500
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:

Register Online Now

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