

Adaptive Management and Results Measurement

4 Day Training Course

26th- 29th August 2019

The Netherlands

This course – *exclusively for managers of Private Sector Development programs in implementing agencies* – will introduce you to the key principles, practices and tips that will enable you to manage your program effectively by adapting your portfolio, strategies and interventions based upon effective results measurement that is used for managing, learning and reporting results. The course will draw on the [Donor Committee for Enterprise Development Standard for Results Measurement, \(DCED\)](#), a practical framework, based on proven good practice, to improve program performance and to enable communication of credible results.

Course Participants

You are a **team leader or senior manager** implementing a private sector development program and you want to apply practical and structured decision-making processes to deal with uncertainty: *to manage your interventions, to learn as a program and to report to your stakeholders.*

This course will help participants to improve program implementation and respond to the increasing demand for solid results measurement.

Please note that this is not a technical course on results measurement. **This course focuses on the practical issues that managers face in using results measurement to manage their programs adaptively.** HPC offers the more technically focused course “[Results Measurement for Sustainable Private Sector Development](#)” the week preceding this course: 19th – 23rd August, The Netherlands.



The course is designed to maximise participation and learning from experience: participants will engage in a wide variety of discussions and activities that allow them to learn from each other as well as from the trainer.



What other participants said:

- *It was relevant, practical, something new I can apply.*
- *Good use of many examples. Good and interesting inputs from trainers and participants.*
- *It connects to real scenarios and clarified principles.*
- *Excellent combination and balance of more technical and more managerial content.*
- *The course fully met my expectations, giving a framework for what to focus on as a manager.*

Course Objectives

By the end of the course you will be able to:

1. Foster a culture of honest inquiry, analyses and learning in your program;
2. Define appropriate organizational structures, processes, roles and responsibilities to support adaptive management;
3. Enable staff and managers to use information on result to improve program implementation and maximize results;
4. Outline a practical and credible monitoring and results measurement system for your program;
5. Determine the resources – time, skills and money – needed for effective results measurement;
6. Establish the right incentives for staff to monitor and use information to manage interventions;
7. Report clearly and credibly on results at all stages of program implementation.

Course Summary

Evidence-based, adaptive management underpins effective private sector development programs. It relies on solid monitoring, a supportive organizational culture, appropriate incentives, a well thought through organizational structure, a suitable mix of skills and, above all, a successful driver. Experience has shown that management is perhaps the most significant factor in effective results measurement that informs decision-making in programs. This course focuses on equipping managers of private sector development programs with the practical skills, tools and lessons needed to ensure their organizations both measure results credibly and use that information to maximize impacts.

The course will address questions, such as:

- How can I ensure my managers and staff use information on results to improve interventions and strategies?
- How can my program make useful projections that support decision-making?
- What should I look for when reviewing the program portfolio, the sectors and the interventions?
- How can I set up a practical results measurement system? How do I allocate roles and responsibilities?
- How can I effectively integrate results measurement with program management?
- What is sensible monitoring and measuring – not too much, not too little?
- How can I establish incentives for staff to perform their results measurement and management tasks ?
- What are good practices in reporting to and communicating with the program donors?



Hans Posthumus

Hans has worked in private sector development since 1986 as resident manager (1986-1998) and as trainer-consultant (1999-2019) and has built up a track record as a pioneer in program

implementation and training workshops. Hans has developed and conducted courses in market systems development and in monitoring and results measurement in Asia, Africa and Europe. Hans has been actively involved in the development of the DCED Standard and is a certified auditor for the DCED. Hans supports donors and programs to apply effective results measurement systems. Hans has been involved as a consultant in the design, coaching and review of several private sector development programs.

Course Outline

Day 1

- Overview of adaptive management and the role of RM
- Key aspects of RM for adaptive management

Day 2

- Managing results chains and projections
- Overseeing choices in monitoring and measuring

Day 3

- Using information for program improvement
- Setting up, improving and incentivising an adaptive management and RM system

Day 4

- Reporting and communications
- Manager exchanges

Registration

Course registration can be done on-line at www.mdf.nl or by contacting registration@mdf.nl. Participants will be requested to return an intake form. Applicants will be informed within 14 days.

The course fee of Euro 2,250 includes tuition, training materials and lunch during the 4-day training. Travel, accommodation and insurances are excluded.

Early-bird-discount (10%) is applicable if registration, acceptance and payment are completed before 30th June 2018. Note the course will run from 8:30 am on 26th August until 4:00 pm on the 29th August.



Alexandra Miehlsbradt

Aly has worked in private sector development for over 25 years as an implementer, trainer, researcher and consultant. Aly is a leader in the global effort to improve results measurement

and the effective use of information in PSD. She has helped a wide variety of organisations – both programs and donors - to develop or improve their results measurement systems to support adaptive management. Aly has been a senior technical adviser to the DCED on the Standard since its inception and is a certified auditor for the DCED Standard. She has developed and taught a range of courses on the DCED Standard and is an innovator in improving global capacity in this area. Aly is a Director of MCL.

Organised by Hans Posthumus Consultancy and Miehlsbradt Consulting Ltd in cooperation with MDF Training and Consultancy.

Trainer: Hans Posthumus

Course dates:

26th-29th August 2019

Location:

Ede, The Netherlands

Cost

EUR 2,250

Early bird discount:

10% up to 30th June 2019



MCL



HPC



MDF is a global training and consultancy agency with over 25 years of experience in international co-operation. Services are to enhance competencies of staff members, assist organizations to improve performances, maximize the impact of partnerships and networks and focus on sustainable results.

