MERCURY

Monitoring, Evaluation, Accountability, and Learning (MEAL)

31 May – 4 June 2027
Accra (Ghana)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

MERCURY

Monitoring, Evaluation, Accountability, and Learning (MEAL)

Ref: 16318_1070312 **Date:** 31 May – 4 June 2027 **Location:** Accra (Ghana) **Fees:** 5300 Euro

Introduction:

The Monitoring, Evaluation, Accountability, and Learning MEAL course provides international development professionals with advanced tools and methodologies to strengthen project performance and accountability. This program introduces participants to logic models, indicator development, and evidence-based strategies for effective program management and administration. Learners will gain practical knowledge on data collection methods, analysis frameworks, and reporting techniques.

The Monitoring, Evaluation, Accountability, and Learning MEAL program emphasizes adaptive management, enabling organizations to adjust their interventions to achieve more effective outcomes. Accountability mechanisms will learn to explore, implement, foster transparency, and enhance stakeholder engagement. It has a strong focus on learning as a continuous cycle that feeds into future project design. Participants will manage complex programs with measurable impact and long-term sustainability.

Targeted Groups:

This Monitoring, Evaluation, Accountability, and Learning MEAL training targets professionals seeking specialized knowledge and skills:

- Development project managers working in NGOs.
- Monitoring and evaluation specialists in humanitarian organizations.
- Policy officers and program coordinators in international agencies.
- Donor representatives oversee program accountability.
- Data analysts supporting impact measurement.
- Field staff engaged in project implementation.
- Academic researchers studying international development systems.
- Consultants providing advisory services to donor-funded projects.

Targeted Competencies:

Participants will gain the following competencies during the Monitoring, Evaluation, Accountability, and Learning MEAL program:

Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

- Ability to design logic models that link inputs to impact.
- Skills in developing valid performance indicators.
- Competence in mixed-methods data collection.
- Capacity to analyze and interpret program data.
- Practical skills in adaptive project management.
- Expertise in accountability frameworks for donors and communities.
- Strong reporting and evidence communication skills.
- Confidence in embedding MEAL systems across organizations.
- Enhanced decision-making based on learning cycles.
- Leadership in promoting a culture of transparency and effectiveness.

Course Objectives:

Participants will achieve the following objectives by completing the Monitoring, Evaluation, Accountability, and Learning MEAL course:

- Understand the conceptual foundations of MEAL frameworks.
- Apply logic models to design structured project pathways.
- Develop measurable and reliable indicators for project monitoring and evaluation.
- Formulate data collection strategies adapted to complex environments.
- Use quantitative and qualitative tools for robust data analysis.
- Interpret evidence to improve program design and implementation.
- Integrate accountability mechanisms to ensure stakeholder trust and confidence.
- Strengthen skills in adaptive management to respond to changing contexts.
- Build reporting structures that support learning across organizations.
- Evaluate program outcomes with a focus on sustainability.
- Enhance decision-making using evidence-driven insights.
- Establish clear links between project activities, outputs, and impact.
- Communicate evaluation findings effectively to donors and stakeholders.
- Apply MEAL approaches in both humanitarian and development settings.
- Foster organizational cultures that value evidence and continuous improvement.

Studying Scenarios:

In this Monitoring, Evaluation, Accountability, and Learning MEAL training, participants will develop their skills through the analysis of the following scenarios:

Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

- Designing a MEAL system for a multi-country education project.
- Developing indicators for a health intervention program.
- Building accountability mechanisms in a humanitarian crisis.
- Collecting and analyzing survey data for livelihood projects.
- Using evaluation findings to redesign a food security program.
- Integrating feedback loops into a community resilience project.
- Reporting to donors on progress and accountability commitments.
- Applying adaptive management in rapidly changing field environments.
- Linking MEAL results to long-term sustainability goals.

Course Content:

Unit 1: Foundations of Monitoring, Evaluation, Accountability, and Learning:

- Introduction to MEAL in international development.
- Core principles of monitoring and evaluation systems.
- Importance of accountability in project delivery.
- Learning as a driver of organizational improvement.
- Relationship between MEAL and project cycle management.
- Stakeholder roles in monitoring and evaluation frameworks.
- Key global standards and frameworks in MEAL.
- Challenges and Opportunities in Implementing MEAL Systems.

Unit 2: Logic Models and Indicator Development:

- Understanding the logic model and theory of change.
- Linking project inputs, outputs, and outcomes.
- Developing SMART and measurable indicators.
- Using indicators for performance tracking.
- Selecting qualitative and quantitative indicators.
- Tools for developing outcome and impact measures.
- Aligning indicators with donor reporting requirements.
- Practical examples of indicator frameworks.
- Avoiding common pitfalls in indicator design.

Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

Unit 3: Data Collection and Analysis in MEAL Systems:

- Principles of effective data collection.
- Designing surveys, questionnaires, and interview guides.
- Use of participatory approaches in data collection.
- Tools for real-time monitoring in the field.
- Managing data quality and reliability.
- Statistical and qualitative analysis methods.
- Software and digital platforms for data analysis and management.
- Ethical considerations in data collection.
- Reporting results based on evidence and accuracy.

Unit 4: Accountability and Adaptive Management:

- Accountability principles in international development.
- Building transparent reporting mechanisms.
- Community feedback and complaint systems.
- Linking accountability to trust and credibility.
- Adaptive management as a response to change.
- Adjusting project design based on MEAL evidence.
- Decision-making using learning cycles.
- Case studies of adaptive management in practice.
- Strategies for embedding accountability in organizations.

Unit 5: Integrating Learning and Sustainability into MEAL Systems:

- Learning frameworks for organizations.
- Using evaluation findings for future program design.
- Embedding continuous learning in institutions.
- Building organizational knowledge management systems.
- Sustainability considerations in MEAL processes.
- Aligning MEAL with long-term development goals.
- Strengthening donor and partner relationships through MEAL.
- Practical strategies for scaling successful interventions.
- Best practices in integrating MEAL across program portfolios.

Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

Final Insights & Key Takeaways:

The Monitoring, Evaluation, Accountability, and Learning MEAL course equips professionals with essential tools for managing development programs with evidence-based approaches. Participants will leave with the ability to design, implement, and evaluate MEAL systems that strengthen accountability and impact. The focus on adaptive management ensures relevance in complex and changing environments. Ultimately, learners gain the confidence to transform data into actionable insights that drive sustainable development outcomes.