MERCURY

Monitoring, Evaluation, and Learning Leadership Training

14 – 18 June 2027
Dar es Salaam (Tanzania)



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

MERCURY

Monitoring, Evaluation, and Learning Leadership Training

Ref: 121597_1074405 **Date:** 14 – 18 June 2027 **Location:** Dar es Salaam (Tanzania) **Fees:** 5300 Euro

Introduction

The Monitoring, Evaluation, and Learning Leadership course strengthens professional capabilities in building results-oriented performance systems that support institutional growth, accountability, and continuous improvement. It explores modern monitoring and evaluation frameworks, leadership practices in evidence-based decision-making, and strategic learning approaches that enhance organizational effectiveness. Participants will examine how performance indicators, impact assessment methods, data analysis, and adaptive learning systems contribute to successful program management across public, private, and non-profit sectors. The program highlights practical leadership techniques for managing evaluation teams, improving reporting quality, and aligning monitoring systems with strategic objectives. It involves data-driven leadership, performance measurement, organizational learning, and results-based management practices that support sustainable development initiatives. Participants will gain advanced knowledge to lead integrated monitoring, evaluation, and learning functions within complex organizational environments.

Targeted Groups

This Monitoring, Evaluation, and Learning Leadership training targets professionals seeking knowledge and skills:

- Monitoring and evaluation managers.
- Program and project directors.
- Strategic planning professionals.
- NGO and humanitarian sector specialists.
- Public sector performance officers.
- Development project coordinators.
- Institutional performance analysts.
- Learning and development leaders.
- Policy and governance advisors.
- Quality assurance professionals.
- Data analysis and reporting specialists.
- Results-based management practitioners.
- International development consultants.
- Research and assessment professionals.
- Team leaders managing performance systems.

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

MERCURY

Course Objectives

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

- Understand modern principles of monitoring and evaluation leadership.
- Analyze organizational performance measurement frameworks.
- Examine results-based management methodologies.
- Interpret key performance indicators effectively.
- Develop strategic monitoring plans for complex programs.
- Strengthen evidence-based decision-making practices.
- Evaluate program effectiveness using structured methodologies.
- Apply impact assessment and outcome evaluation techniques.
- Improve institutional learning and adaptive management systems.
- Analyze data collection and verification approaches.
- Strengthen reporting and performance communication practices.
- Examine risk management within evaluation processes.
- Integrate learning systems into organizational strategies.
- Improve accountability and transparency mechanisms.
- Support sustainable development through evaluation leadership.
- Enhance stakeholder engagement in evaluation activities.
- Examine digital monitoring and reporting systems.
- Strengthen leadership capabilities for evaluation teams.

Targeted Competencies

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

- Leadership in monitoring and evaluation systems.
- Performance measurement and indicator development.
- Strategic thinking in program evaluation.
- Results-based management capabilities.
- Data interpretation and analytical thinking.
- Institutional learning and knowledge management.
- Evaluation, reporting, and presentation skills.
- Stakeholder communication and coordination.
- Risk analysis in monitoring frameworks.
- Adaptive management and continuous improvement.
- Evidence-based planning and decision-making.
- Governance and accountability awareness.
- Program impact assessment capabilities.
- Performance dashboard interpretation.
- Quality assurance in evaluation activities.
- Team leadership within learning environments.

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

MERCURY

Studying Scenarios

In this Monitoring, Evaluation, and Learning Leadership training, participants develop skills through the following scenarios:

- Evaluating performance indicators for development projects.
- Reviewing institutional monitoring system effectiveness.
- Designing learning frameworks for organizational improvement.
- Analyzing program impact assessment reports.
- Managing stakeholder expectations during evaluations.
- Interpreting monitoring dashboards and reporting data.
- Addressing risks affecting evaluation quality.
- Applying adaptive learning approaches in strategic programs.
- Improving accountability through evidence-based reporting.

Course Content

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

- Introduction to monitoring, evaluation, and learning concepts.
- Leadership roles within performance management systems.
- Principles of results-based monitoring and evaluation.
- Strategic importance of evidence-based management.
- Institutional accountability and transparency frameworks.
- Core components of monitoring and evaluation systems.
- Organizational learning and continuous improvement principles.
- International practices in development evaluation leadership.
- Ethics and professional standards in evaluation activities.

Unit 2: Strategic Monitoring Systems and Performance Measurement

- Designing strategic monitoring frameworks.
- Developing measurable performance indicators.
- Key performance indicators for program success.
- Quantitative and qualitative monitoring approaches.
- Baseline studies and benchmarking methods.
- Data collection planning and verification processes.
- Monitoring tools for institutional performance management.
- Digital monitoring systems and reporting platforms.
- Data quality assurance and validation practices.

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

Unit 3: Evaluation Methodologies and Impact Assessment

- Fundamentals of program evaluation methodologies.
- Formative and summative evaluation techniques.
- Outcome and impact evaluation approaches.
- Theory of change and logical framework analysis.
- Evaluation planning and scope definition.
- Cost-effectiveness and efficiency assessment methods.
- Performance analysis for strategic initiatives.
- Risk-informed evaluation and mitigation approaches.
- Evidence synthesis and evaluation reporting standards.

Unit 4: Organizational Learning and Adaptive Leadership

- Concepts of organizational learning systems.
- Leadership strategies for adaptive management.
- Knowledge management within evaluation environments.
- Learning cultures that support innovation.
- Lessons learned, documentation, and application.
- Collaborative learning and stakeholder engagement.
- Using evaluation findings for strategic planning.
- Communication strategies for institutional learning.
- Continuous improvement through performance feedback.

Unit 5: Advanced Leadership Practices in Monitoring and Evaluation

- Leading monitoring and evaluation teams effectively.
- Governance structures for evaluation systems.
- Managing multi-project monitoring environments.
- Strategic reporting for executive leadership.
- Building accountability through performance reviews.
- Change management in the monitoring system implementation.
- Integrating sustainability into evaluation frameworks.
- Decision-making through data-driven leadership.
- Future trends in monitoring, evaluation, and learning leadership.

Final Insights & Key Takeaways

Effective monitoring, evaluation, and learning leadership strengthens institutional performance, accountability, and strategic decision-making across complex organizational environments. Participants completing this course gain advanced theoretical capabilities to lead sustainable performance management systems that support continuous learning and long-term organizational success.