

Result-Based Management (RBM)

INTRODUCTION

- Globalisation, transformed markets, intense competition and new technologies have converged to make organisational management focus more sharply on making certain that every internal programme and project achieves all intended results. Stakeholders are demanding that the internal and external forces of change are managed with the type of programmes that will enable the organisation to thrive in the face of change. Holding departments accountable for results is the essence of this unique seminar that presents the principles and practices on which Results-Based Management (RBM) is founded.
- This Results-Based Management training seminar enables staff and managers to align, develop and review ongoing planning and reporting that is essential to the success of any public or private programme. This training seminar provides an understanding of the processes needed to bring different business teams together to (a) better manage and measure the outcomes of their respective programmes and projects; (b) keep a project under control; and (c) achieve stated objectives and goals.

This training seminar will highlight:

- The multiple processes of Results Based Management (RBP)
- The critical role of monitoring in demonstrating the performance of programs and projects and in steering the implementation process towards the intended results
- Developing realistic programme objectives and measures to assess project outcomes and impact
- Developing a results-based project framework
- Project and program scheduling and reporting
- Monitoring, evaluating and strengthening the effectiveness of a program

OBJECTIVES

This training seminar is designed to achieve five key objectives. At the end of the session you will learn how to:

- Apply current best practices in Results-Based Management (RBM)
- Demonstrate how to realise the potential for Results-Based Management (RBM)
- Design a RBM approach for involving all stakeholders
- Control RBM projects and measure outcomes
- Enable your teams to apply Results-Based Management (RBM) in their own activities

TRAINING METHODOLOGY

This training seminar uses a number of learning tools including but not limited to:

- Case studies on real life examples of RBM
- Round table discussion groups to review and qualify the actual projects - ongoing or at the planning stage - by members of the group
- Video references on examples of the skills necessary to achieve results
- Presentation media on the steps to achieve RBM
- Open discussions on ideas and experiences with the participants

ORGANISATIONAL IMPACT

The organisation will benefit from this training seminar in the following ways:

- Improve the understanding of the principles, norms, standards, processes and responsibilities governing planning, monitoring and evaluation
- Overcome any resistance to using Results-Based Management
- Develop more efficient methods of controlling cost and outcomes
- Help staff members bring results to the forefront of their ongoing planning and reporting documents on a regular basis
- Overcome the pitfalls of project plans that delay and burden projects

PERSONAL IMPACT

The participants of this RBM training seminar enjoy many benefits personally and professionally in the following manner:

- Helping staff learn to focus on the issues that deliver the maximum results to their on-going planning and hard work
- Improving the communication skills that win over important stakeholder “buy-in” to improve their expectations to gain their power of influence
- Reduce the risks of carrying forth long projects that could lead to disappointing results and possible failure
- Learn the importance of monitoring and evaluation techniques to indicate the way to successful results
- Overcome the resistance from stakeholders by enabling solid evidence that secures your funding

WHO SHOULD ATTEND?

- The course “Result-Based Management” is designed to benefit experienced managers from any specialism within your organisation who have responsibility for successful execution of programmes and projects. It will develop high level managerial skills that are vital in achieving and sustaining continuous performance improvement.

This training course will particularly benefit the following professionals:

- Strategic and Operational Planning Specialists
- Supply Chain and Logistics Team Members
- Financial Managers
- Marketing and Business Development Staff
- Human Resource Managers

Course Outline

Getting Started in RBM

- Defining the Function and Benefits of RBM
- Examples of Historical Outcomes using RBM
- Putting Planning, Monitoring and Evaluation Together within RBM
- Tools and Techniques of Programme Management
- Principles of Planning, Monitoring and Evaluating for Results
- Overview of Key Roles and Responsibilities

Planning for Results: Practical Applications

- Understanding the Strategic Plan and your relative SMART Goals
- Managing Stakeholder Engagement and Expectations
- The Planning Exercise: A Thorough Understanding of the Problem
- Route Cause Analysis to Define Problems and Issues
- Finalising the Deliverables - A Results Framework
- Creating a Set of Positive Results

Planning for Monitoring and Evaluation

- Monitoring and Evaluation Framework
- Resources for Monitoring and Evaluation
- Monitoring: Collection of Data, Analysis and Reporting
- The Role and Function of Risk Management in RBM

Communicating and Coordinating Project Reporting

- Building Solid Communication Channels Up and Down
- Developing the “Impact Statement”
- Defining and Communicating the Outputs
- Communication Breakdowns and How to Avoid Them
- Putting it All Together: Communicating Indicators of Change
- Off- site Mentoring on Results-based Planning and Reporting

Evaluating for Results

- Why Evaluate? - Uses of Evaluation
- Principles, Norms and Standards for Evaluation
- Roles and Responsibilities in Evaluation
- Requirements for Programme Teams
- Steps in the Evaluation Process
- Avoiding the Pitfalls of RBM
- Course Summary and Team Exercise