



Results-Based Management (RBM) and Performance Measurements

Far from being a mere accumulation of tools, RBM represents a coherent managerial concept that aims to establish a link between a strategic vision and the implementation of a policy, program or project. It encourages organizations to clarify their priorities, align their action plans, measure their efficiency, effectiveness, results and accountability. This seminar supports organizations in integrating RBM principles, processes and techniques into their management.

✦ TARGET AUDIENCE:

- Directors
- Executives and managers interested in RBM
- Program or project coordinators

DURATION: 2 weeks

PRACTICAL OBJECTIVES

- ✓ **Understand** the principles and processes of results-based management (RBM).
- ✓ **Appreciate** the importance of managerial and human aspects in achieving results.
- ✓ **Develop** skills in results-based planning and budgeting.
- ✓ **Master** the development of performance indicators and performance measurement.
- ✓ **Understanding** the importance of culture and learning in a results-based approach.

SEMINAR TOPICS

- **Introduction to RBM:** Principles of RBM. Importance of RBM in the public sector. Policies, programs, projects. RBM cycle. Hierarchy of results. RBM success criteria.
- **Managerial and human aspect:** Corporate culture, structure and values. Team and individual values and issues. Change management.
- **Internal and external environment:** Importance of the environment. Stakeholders. Contextual analyses (PESTEL, SWOT)
- **Planning Results:** General concepts. Performance indicators. Data collection. Performance targets. Documentation and performance framework.
- **Performance Measurement and Accountability:** Monitoring-evaluation systems. Monitoring and control. Evaluation. Performance reporting and dashboard.
- **Results-based budgeting (RBB):** Basic concepts. Strategic planning framework. Monitoring and evaluating budget performance. Integrating results-based budgeting into organizational culture.
- **Culture and learning in an RBM approach:** Learning objectives. Different forms of learning. Integrating learning into the RBM cycle. Methods for monitoring and evaluating learning. Strategies for creating a learning culture. Challenges and opportunities of learning in RBM.

