ADVANCED COURSE IN RESULTS-BASED MANAGEMENT, PERFORMANCE & RESULTS MEASUREMENT TRAINING

Introduction

This advanced programme provides participants with a comprehensive understanding of Results-Based Management (RBM) and its application in strengthening organisational, programme and project performance. It is designed to help professionals move beyond activity-based planning and reporting towards a more systematic approach that focuses on measurable results, performance, outcomes and long-term impact. The programme examines how organisations can translate strategic priorities into clearly defined results, establish appropriate performance frameworks and develop practical systems for tracking progress from inputs and activities through outputs, outcomes and impact. Participants explore how RBM can be integrated into programme planning, implementation, monitoring, evaluation, performance reviews, reporting and management decision-making. Particular attention is given to the development and use of results frameworks, performance indicators, baselines, targets, milestones and performance measurement systems. Participants learn how to establish meaningful indicators, assess progress against expected results, identify performance gaps and use reliable evidence to support corrective action and strategic decisions. The course also examines the relationship between RBM and Monitoring, Evaluation & Learning (MEL), demonstrating how monitoring and evaluation evidence can be used not simply for reporting purposes, but to improve programme effectiveness, resource allocation, accountability and organisational performance. Participants will further explore performance reviews, results reporting, outcome measurement, risk management, adaptive management and continuous improvement. Emphasis is placed on interpreting performance information and converting evidence into practical management actions.

Course Objectives

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Location Thika & Nairobi

- Apply results-based management principles.
- Develop results frameworks.
- Define measurable results.
- Develop meaningful indicators.
- Establish baselines and targets.
- Monitor performance.
- Analyse performance gaps.
- Strengthen results reporting.
- Use results evidence for decisions.
- Promote adaptive performance management.

Course Modules

> Module 1: Foundations of Results-Based Management
- RBM principles
- Results orientation
- Performance culture
- Results accountability

> Module 2: Results Architecture
- Inputs
- Activities
- Outputs
- Outcomes and impact

> Module 3: Results Framework Development
- Strategic objectives
- Results statements
- Results chains
- Assumptions and risks

> Module 4: Performance Indicators
- Indicator concepts
- SMART indicators
- Indicator selection
- Indicator definitions

> Module 5: Baselines, Targets and Milestones
- Baseline concepts
- Baseline data
- Target setting
- Milestones

> Module 6: Monitoring Results
- Performance monitoring
- Progress tracking
- Performance reviews
- Variance identification

> Module 7: Measuring Outcomes and Impact
- Outcome measurement
- Impact concepts
- Contribution
- Effectiveness

> Module 8: Results Reporting
- Performance reports
- Results narratives
- Evidence presentation
- Management reporting

> Module 9: Performance Improvement
- Performance gaps
- Corrective action
- Adaptive management
- Continuous improvement

> Module 10: Institutionalizing RBM
- RBM systems
- Management responsibilities
- Results culture
- Institutional performance