

TRAINERS

Agnieszka Komoch, M.A. is the European coordinator of IIFAC. Since 1999 she has worked as a consultant to non-profit organizations in Europe and Latin America. She works primarily with organisations that propose concrete solutions to our present environmental and social crisis. She has played a key role in introducing and promoting concepts such as complementary currencies, eco-villages and sustainable communities. Agnieszka has an M.A in Spanish and Semiotics from the University of Aarhus, Denmark and Universidad Nacional de Buenos Aires, Argentina.

Gill Emslie, Dip. PW has extensive experience as an international facilitator, drawing on her training in transpersonal psychology, as a psychotherapist, to deliver trainings in personal development, staff training, supervision, conflict facilitation and developing the relationship between individual purpose and its application in the workplace and the world. Gill currently works within the corporate and voluntary sectors both in Europe and Latin America. She holds a diploma in transpersonal psychology.

The **International Institute for Facilitation and Consensus** (IIFAC) is a professional team of facilitators, trainers and consultants who specialize in participatory decision-making processes. We work with change-oriented organisations in both the public and private sector, as well as national and international networks. IIFAC has over 25 affiliates in the Americas and Europe.

www.iifac.org

REGISTRATION

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<i>Name</i>	
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<i>Address</i>	
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<i>E-mail</i>	
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<i>Phone</i>	
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Room choice	Price (in €)
Single	990,-
Double	960,-
Extra night (please indicate date)	56,-
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<i>Total</i>	
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Method of Payment	
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<input type="checkbox"/> Bank Transfer	
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The workshop will take place in Steyerberg, Northern Germany (close to Hanover). The workshop starts on Monday the 13th at 3 pm (registration from 2 pm) and ends on Friday the 17th at 1 pm.

Fax or e-mail your registration to:

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and 0045 3696 7445
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**outcome
mapping**

**A participatory method for
planning, monitoring &
evaluation**

**13-17 February 2006
Germany**

A FLEXIBLE INTEGRATED SYSTEM FOR PLANNING, MONITORING AND EVALUATION

Outcome Mapping

- Measures social change in development projects or institutional initiatives
- Defines the outcomes as changes in the behaviour of direct partners
- Gets partners, colleagues and stakeholders more involved in the monitoring & evaluation process
- Is adaptable to the specific monitoring & evaluation needs of the program
- Integrates monitoring & evaluation into the project from the planning stage

First introduced by the Canadian-based International Development Research Centre (IDRC) in 2000, Outcome Mapping (OM) has been used in projects, programs and organisations in Europe, Latin America, Africa and Asia. A growing body of donor agencies, NGOs and monitoring and evaluation professionals are adopting Outcome Mapping because it helps them address issues such as:

- Behavioural change
- Capacity for networking
- Degree of cooperation with partners
- Learning capacity of the organisation

Participation and community-building

Outcome Mapping is designed to help build relationships, as well as assesses them. The method presupposes that all team members participate in the planning process and also encourages organisations to engage their partners in an open and transparent dialogue about strategies and envisioned outcomes.

Outcome Mapping helps a programme or an organisation be specific about its partners, the changes it expects to see, and the strategies it employs and, as a result, be more effective in terms of the results it achieves. It is particularly valuable for monitoring and evaluating community oriented projects whose results and achievements cannot be understood with quantitative indicators alone. OM helps provide the deeper insights of a qualitative, contextualized story of the process.

Outcome Mapping

- Focuses on how organisations facilitate change rather than how they control or cause change
- Recognizes the complexity of change processes and of contexts in which they occur
- Moves beyond attribution to consider contribution to social change
- Locates an organisation's goals within the context of larger challenges
- Encourage and guides innovation and risk-taking

Who is it for?

This professional 4 day training is for:

- project managers and staff
- community leaders
- donor agencies
- evaluation specialists
- independent consultants

What will you learn?

- OM planning and monitoring tools
- How to apply OM to your project
- Facilitation skills for OM and participatory processes

How will you learn?

The course methodology will embody the participatory values that are at the core of OM, combining theory with group discussion, individual reflection, small group practice and case studies. Course materials include a training manual, CD-Rom containing case studies and information in three languages (English, French and Spanish), the book *Outcome Mapping: Building Learning and Reflection in to Development Programs* by S. Earl, F. Carden and T. Smutylo, background articles and class worksheets.

The workshop will be conducted in English.

For more information about OM see:
www.idrc.ca/evaluation