

International Training of Trainers on
Results Based Management Monitoring and Evaluation
September 15th – 17th, 2025 Bangkok Thailand

Day 1: Training Agenda

Time	Training Sessions
9:00 AM – 09: 15 AM	<p>Opening and objectives of the training</p> <ul style="list-style-type: none"> ▪ Interfaith prayer and introduction ▪ Welcome and Opening Remarks ▪ Introduction of participants, Workshop Objectives and Workshop Agenda ▪ Context Setting ▪ Expectations collection <p><i>Description: This opening session sets the stage for the course providing background and context, the expected outcomes, areas to be covered and the modus operandi over the next 4 and a half days.</i></p>
9:15 AM – 09: 30 AM	<p>Monitoring and Evaluation for Results:</p> <ul style="list-style-type: none"> ▪ What is Monitoring and Evaluation? <p>Areas of Focus:</p> <ul style="list-style-type: none"> ▪ Basic Concepts of Monitoring and Evaluation ▪ Monitoring from a Results-Based Management Perspective ▪ Other Monitoring Considerations ▪ Difference between traditional M&E and RBM
09:30 AM – 10: 00 AM	<p>What is RBM? Why is it useful in project planning? What are the key tools used?</p> <p>Brief Summary: This module introduces participants to the basic concepts and approaches to RBM as an approach for planning, managing and monitoring for results..</p> <p>Areas of Focus:</p> <ul style="list-style-type: none"> ▪ RBM and its use internationally; RBM Principles, Concepts and Components ▪ What are results? Activities vs. Results ▪ What is result based management? ▪ Why we follow result based management? <p>Group Work Exercise</p>
10:00 AM – 10:30 AM	<ul style="list-style-type: none"> • The Concept of Results Chain(Outputs, Outcomes, and Impacts) • Common Elements of RBM • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
10:30 AM – 11:00 AM	<ul style="list-style-type: none"> • RBM and Program Cycle Management (PCM) • The Logical Framework • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach <p>Areas of Focus</p> <ul style="list-style-type: none"> ▪ Project Cycle Management with respect to RBM

11:00 AM – 11.15 AM	TEA BREAK
11:15 AM – 12:30 PM	Group Work Exercise: <ul style="list-style-type: none"> ▪ Development of result chain based on logical framework approach ▪ Discussion with group work and generate learnings ▪ Training Tips for Training on RBM
12:30 PM – 1:30 PM	LUNCH BREAK
1:30 PM – 2:00 PM	Research Methodologies <ul style="list-style-type: none"> • Needs assessment • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
2:00 PM – 2:30 PM	<ul style="list-style-type: none"> • Problem Tree Analysis • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
2:30 PM – 3:00 PM	<ul style="list-style-type: none"> • Stakeholder Analysis • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
3:00 PM – 3:15 PM	TEA BREAK
3:15 PM – 4:00 PM	<ul style="list-style-type: none"> • Role of Risk and assumption in the project • Risk and assumption Mapping
	<ul style="list-style-type: none"> •

Day 2: Training Agenda

Day 2	Training Sessions
9:00 AM – 9: 15 AM	<ul style="list-style-type: none"> • Reflections of Day1
9:15 AM – 9: 45 AM	<ul style="list-style-type: none"> • Session on Sphere Standards (Focusing on lifesaving context) • Sphere Code of Conduct
9:45 AM – 10: 15 AM	<ul style="list-style-type: none"> • What are the Indicators • Designing result based indicators • Designing global level indicators • Utilization of Sphere Handbook Indicators in lifesaving context • Designing Key Performance Indicators and evidence • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
10:15 AM – 11:15 AM	<ul style="list-style-type: none"> • Concept of Theory of Change (ToC) • Developing Theory of Change (ToC) • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
11:15 AM – 11:30 AM	TEA BREAK
11:30 AM – 12:30 PM	<ul style="list-style-type: none"> • Clubbing ToC in project designing • Utilizing Theory of Change (ToC) • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
12:30 PM – 1:30 PM	LUNCH BREAK
1:30 PM – 2:00 PM	<ul style="list-style-type: none"> • What is M&E Plan • What is M & E Frameworks • Developing M & E Frameworks • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
2:00 PM – 2:45 PM	<ul style="list-style-type: none"> • Develop Project plans of activities • Tracking of activities Tools • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
2:45 PM – 3:00 PM	• TEA BREAK
3:00 PM – 4:00 PM	<ul style="list-style-type: none"> • What is Evaluation? • Evaluation Techniques • Defining Key Evaluation Questions • How to utilize learning for improvements • Share Learning with Key Stakeholders • Strengthened Knowledge Management • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach

Day 3: Training Agenda

Day 3	Training Sessions
9:00 AM – 9: 30 AM	<ul style="list-style-type: none"> • Reflections of Day 2
9:30 AM – 10: 15 AM	<ul style="list-style-type: none"> • Designing and developing M & E System • Elements of strong M&E system • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
10:15 AM – 10.30 AM	TEA BREAK
10:30 AM – 11:00 AM	<ul style="list-style-type: none"> • Development of MIS Structure and online tools for RBM • Kobo tool box for online/offline mobile based assessments • Group work exercise
11:00 AM – 11:30 AM	<ul style="list-style-type: none"> • Methodological Considerations • Data Gathering Methods • Quantitative Tools • Qualitative Tools • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
11:30 PM – 12:00 PM	<ul style="list-style-type: none"> • Define quality and accountability • Ensuring quality and accountability in to project cycle Management • Core Humanitarian Standards (CHS) and its revision • Group Work Exercise • Participants Presentation on Group Work Exercise to enhance their skills on ToT Approach
12:00 PM – 12:30 PM	<p>Training of Trainers Skills</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Summarise the principles of adult learning and relate them to that of their learners and their own training practice; • Set learning outcomes, that require various levels of thinking skills, appropriate to the RBM workshop context; • Use techniques and strategies that encourage active learning and higher level thinking. <p>• Approaches to training In this session we start to unpack the expectations, perceptions and beliefs that different trainers can have towards training and learning. We then go on to consider what we do, expect and believe as trainers, some of the underlying reasons why and what type of trainers we ultimately want to be. This is an opening session and themes raised here will be revisited throughout the course of the workshop.</p> <ul style="list-style-type: none"> • Adult learning principles

	<ul style="list-style-type: none"> • Part of being an effective trainer involves understanding how adults learn best. Andragogy (adult learning) is premised on at least five crucial assumptions about the characteristics of adult learners that are different from those made about child learners on which traditional pedagogy is based.
12:30 PM – 1:30 PM	Lunch Break
1:30 PM – 2:00 PM	<ul style="list-style-type: none"> • Challenges to active learning <p>Some of you may have already experienced a challenge related to active learning in a training or teaching context. These aspects are important because they can influence how engaged an individual or group can be and the quality of their learning experience. We will identify together some techniques and</p>
2:00 PM – 3:00 PM	<ul style="list-style-type: none"> • Evaluation of ToT on RBM <p>Certificate distribution</p>