Reflections on Monitoring and Evaluation for Behaviours Assessment

How to change me?

Mansoor Ali, M&E Adviser
What this discussion is about?

- Personal experience and reflections on how monitoring, evaluation and learning work and how I tried to change myself
- This is about institutions, people and their relationships in which evidence for behaviour change is assessed
- Also, understanding some of the practical challenges and opportunities in assessment and reporting of behaviour change

.. but there is nothing new in this discussion, a reminder to some of the issues
Questioning me …

- “Organisational strategy is a plan which is delivered through well aligned contracts”
- “All is well and going according to the plan”
- “Our contribution is the most significant”
- “I am responsible for inputs and outputs, not for the change”
Questioning me ....

- “Head Office and partners/ country staff represents a single system”

- “Production of toolkits, papers and methodology is important for my career”

- “Money and budget holding gives me the power and control”
Two sides of me ....

One is highly academic and likes to know more and more of less and less ....

The other is dealing with some challenges on basics, such as our systems, numbers, reporting etc....
A day in the life of M&E Manager

Key partner Ministry of public health & sanitation not available today as PM opening City treatment plant: France Aid delegation visiting too today

Email from USAID:
- Interested in our CN on WASH and now want details
- Share more details especially on the monitoring system and how we will demonstrate impact.
- Call a meeting of partners and prepare draft framework by tomorrow

Skype call with the head office at 11am to:
- Verify annual M&E report
- Conduct an external evaluation of regions beneficiary numbers
- Update database with the project partners
- Summarize 76 reports into a 20 paged document for trustees

M&E annual report submitted to Mansoor

Dropped my 3 year old daughter to the nursery school...am now happy

My wife spoke about Prime Minister’s speech
- Learning on water and sanitation is more important than just building infrastructure & our RD was present
- Daughter asleep

Network does not support our database

Delayed learning targets

Head of Quality & Management:
- EC audit objection on organizational quality on audit and gender
- Draft a response to the feedback
So, what I did -

- Work on the pre-requisite and fundamentals first
- Start from the realities of hundreds of contracts, forgetting that strategy is not a plan
- Recognising that the results are diverse and there are many different pathways to deliver a change
- Deduce from those results, rather than standardisation and framework in the beginning
So, what I did -

- Think more about the change and less about inputs and outputs
- Use of multiple, including disconnected set of evidence
- Learned to change my routines
- Keep the back door open for learning
Why others will listen ..

- More and better results, donors positive feedback, certainty of funds
- Engagement with donors on learning, larger funds
Remaining work

- How to nurture leadership?
- How to better assist countries and partners?
- How to improve learning culture over the production business?
- How to bring learning from the back door to the front door?
- How to change the more routines?