Change Leadership in M&E Transformation Training Course

Professional Development Training Course Outline

Category	Monitoring and Evaluation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Change Leadership in M&E Transformation is a future-focused training designed to equip professionals with the leadership competencies required to drive adaptive, results-oriented, and learning-centered M&E systems. As development organizations face increasing complexity, digital disruption, and accountability demands, traditional M&E approaches are no longer sufficient. Change Leadership in M&E Transformation Training Course integrates change management, adaptive leadership, evidence-driven decision-making, and organizational learning to reposition M&E as a strategic transformation function rather than a compliance tool.

Participants will explore how to lead M&E reforms that are people-centered, data-driven, and impact-focused, while managing resistance, institutional inertia, and cultural barriers. Through real-world case studies, systems thinking, and applied leadership frameworks, the course builds practical capacity to align M&E transformation with organizational strategy, digital innovation, donor expectations, and sustainable development outcomes.

Programme Curriculum

Change Leadership in M&E Transformation Training Course

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Course Objectives

By the end of the course, participants will be able to:

1. Apply change leadership frameworks to M&E system transformation
2. Lead adaptive and agile M&E reforms in complex environments
3. Integrate organizational change management into M&E design
4. Align M&E transformation with strategic planning and results frameworks
5. Manage resistance to change within M&E teams and institutions
6. Embed learning cultures and feedback loops in M&E systems
7. Strengthen leadership influence and stakeholder buy-in for M&E reforms
8. Leverage digital M&E tools to support transformational change
9. Promote data use and evidence-based leadership at all levels
10. Apply systems thinking to diagnose M&E bottlenecks
11. Design change roadmaps for M&E modernization
12. Ensure equity, inclusion, and ethics in M&E transformation processes
13. Measure and sustain transformational impact in M&E initiatives

Target Audience

1. Monitoring & Evaluation Specialists and Advisors
2. Program and Project Managers
3. Development and Humanitarian Practitioners
4. Government M&E and Planning Officers
5. NGO and INGO Senior Management Teams
6. Donor Agency and Development Partner Staff
7. Policy Analysts and Results-Based Management Professionals
8. Organizational Development and Learning Leads

Course Modules

Module 1: Foundations of Change Leadership in M&E

- Change leadership vs traditional M&E management
- Global trends driving M&E transformation
- Leadership roles in reforming M&E systems
- Case study: National M&E system reform
- Lessons from failed and successful change initiatives

Module 2: Diagnosing M&E Systems for Transformation

- M&E system maturity assessments
- Identifying structural and cultural barriers
- Stakeholder and power analysis in M&E
- Case study: NGO M&E diagnostic process
- Prioritizing change interventions

Module 3: Change Management Frameworks for M&E

- Kotter, ADKAR, and adaptive change models
- Applying change frameworks to M&E reform
- Communication strategies for M&E change
- Case study: Donor-driven M&E transformation
- Managing uncertainty and complexity

Module 4: Leadership, Culture, and Learning

- Building a learning-oriented M&E culture
- Psychological safety and data use
- Leadership behaviors that enable transformation
- Case study: Learning agendas in social programs
- Embedding reflection and sense-making

Module 5: Digital Transformation and Innovation in M&E

- Digital tools as change enablers
- Data visualization and decision intelligence
- Managing technology-driven change
- Case study: Digital M&E rollout in health programs
- Avoiding technology resistance and failure

Module 6: Stakeholder Engagement and Influence

- Leading multi-stakeholder M&E change
- Managing donor, government, and community expectations
- Co-creation and participatory change approaches
- Case study: Community-led M&E reform
- Sustaining stakeholder ownership

Module 7: Measuring and Sustaining M&E Transformation

- Change indicators and transformation metrics
- Monitoring leadership effectiveness
- Institutionalizing reforms
- Case study: Sustainability of M&E reforms
- Continuous improvement strategies

Module 8: Ethics, Equity, and Future-Ready M&E Leadership

- Ethical leadership during transformation
- Equity-focused and inclusive M&E systems
- Anticipating future M&E challenges
- Case study: Equity-driven M&E redesign

- Personal leadership action planning

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com