Coaching and Mentoring for M&E Teams 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

In an era of results-based management, adaptive learning, and evidence-driven decision-making, effective coaching and mentoring for M&E teams has become a strategic capability rather than a soft skill. High-performing M&E units require more than technical expertise they need leadership coaching, continuous learning cultures, psychological safety, and performance accountability to translate data into action. This course equips M&E leaders, supervisors, and technical specialists with practical coaching frameworks and mentoring models to strengthen individual capability, team cohesion, and institutional learning systems.

Coaching and Mentoring for M&E Teams Training Course integrates adult learning theory, transformational leadership, competency-based mentoring, and performance coaching tools tailored to real-world M&E environments. Participants will learn how to coach evaluators, mentor data officers, support early-career M&E professionals, and build resilient learning teams across NGOs, government programs, and donor-funded projects. Through case studies, simulations, peer coaching, and reflective practice, the course ensures immediate application and measurable impact on M&E effectiveness.

Programme Curriculum

Coaching and Mentoring for M&E Teams Training Course

Introduction

In an era of results-based management, adaptive learning, and evidence-driven decision-making, effective coaching and mentoring for M&E teams has become a strategic capability rather than a soft skill. High-performing M&E units require more than technical expertise they need leadership coaching, continuous learning cultures, psychological safety, and performance accountability to translate data into action. This course equips M&E leaders, supervisors, and technical specialists with practical coaching frameworks and mentoring models

to strengthen individual capability, team cohesion, and institutional learning systems.

Coaching and Mentoring for M&E Teams Training Course integrates adult learning theory, transformational leadership, competency-based mentoring, and performance coaching tools tailored to real-world M&E environments. Participants will learn how to coach evaluators, mentor data officers, support early-career M&E professionals, and build resilient learning teams across NGOs, government programs, and donor-funded projects. Through case studies, simulations, peer coaching, and reflective practice, the course ensures immediate application and measurable impact on M&E effectiveness.

Course Duration

5 days

Course Objectives

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

1. Apply coaching frameworks to improve M&E team performance
2. Design structured mentoring programs for M&E professionals
3. Strengthen learning-oriented M&E cultures
4. Use performance coaching to improve data quality and utilization
5. Support early-career M&E staff development
6. Integrate adaptive leadership into M&E supervision
7. Apply feedback and reflective practice in evaluation teams
8. Address burnout and workload stress in M&E functions
9. Coach teams through complex evaluations and adaptive management
10. Use competency-based mentoring models
11. Improve collaboration between program and M&E teams
12. Measure the impact of coaching and mentoring interventions
13. Institutionalize continuous professional development (CPD) in M&E units

Target Audience

1. M&E Managers and Coordinators
2. Evaluation Team Leaders and Supervisors
3. Program Managers overseeing M&E staff
4. NGO and INGO Learning & Accountability Leads
5. Government M&E Officers
6. Donor-funded Project Managers
7. Early-career M&E professionals transitioning into leadership
8. Organizational Development and Capacity-Building Specialists

Course Modules

Module 1: Foundations of Coaching and Mentoring in M&E

- Differences between **coaching, mentoring, and supervision**
- Adult learning principles in technical teams
- Coaching ethics and boundaries in M&E
- Core competencies for M&E coaches
- **Case Study:** Transitioning an NGO M&E unit from supervision to coaching

Module 2: Coaching Frameworks for M&E Teams

- GROW and CLEAR coaching models
- Coaching for analytical and critical thinking
- Coaching during evaluations and reviews
- Goal-setting for M&E professionals
- **Case Study:** Coaching data officers to improve indicator consistency

Module 3: Designing Mentoring Programs for M&E

- Formal vs informal mentoring models
- Mentoring early-career evaluators
- Cross-functional mentoring approaches
- Gender-sensitive and inclusive mentoring
- **Case Study:** Mentorship program for national M&E officers

Module 4: Coaching for Data Quality and Use

- Coaching around data accuracy and integrity
- Supporting teams during audits and DQAs
- Coaching for visualization and storytelling
- Building confidence in evidence use
- **Case Study:** Improving reporting quality in a donor-funded project

Module 5: Coaching Leadership and Team Dynamics

- Psychological safety in M&E teams
- Coaching through conflict and feedback
- Managing high workloads and deadlines
- Emotional intelligence for M&E leaders
- **Case Study:** Reducing burnout in a multi-country M&E team

Module 6: Mentoring for Career Pathways in M&E

- Competency frameworks for M&E careers
- Individual development planning (IDPs)
- Mentoring for specialization vs generalist paths
- Supporting professional certification goals
- **Case Study:** Career mentoring for junior evaluators

Module 7: Coaching for Adaptive Management and Learning

- Coaching teams during adaptive programming
- Learning reviews and reflection sessions
- Coaching after evaluations and AARs
- Knowledge-sharing and peer learning
- **Case Study:** Coaching teams to adapt indicators mid-project

Module 8: Measuring the Impact of Coaching & Mentoring

- Coaching and mentoring KPIs
- Linking coaching outcomes to M&E performance

- Feedback and evaluation of mentoring programs
- Sustainability and institutionalization
- **Case Study:** Measuring performance gains after a coaching initiative

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

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