Ethical Dilemmas in Evaluation Practice 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 today’s dynamic evaluation landscape, professionals face increasingly complex ethical dilemmas that challenge integrity, transparency, and accountability. Ethical Dilemmas in Evaluation Practice Training Course equips participants with the knowledge and skills to navigate ethical challenges in monitoring and evaluation (M&E), ensuring evaluations are conducted with professionalism, fairness, and cultural sensitivity. By integrating real-world examples, case studies, and interactive exercises, learners will gain a deep understanding of ethical principles, conflict resolution strategies, and decision-making frameworks essential for responsible evaluation practice.

Participants will explore the intersections of ethical standards, stakeholder engagement, data confidentiality, and social justice, enhancing their ability to deliver credible, transparent, and impactful evaluations. This course emphasizes practical application through scenario-based learning, fostering an environment where evaluators can critically analyze ethical conflicts, uphold professional codes, and implement best practices in diverse programmatic contexts.

Programme Curriculum

Ethical Dilemmas in Evaluation Practice Training Course

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Course Duration

5 days

Course Objectives

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

1. Understand key ethical principles in evaluation practice.
2. Identify common ethical dilemmas in M&E.
3. Apply decision-making frameworks to resolve ethical conflicts.
4. Uphold data integrity, confidentiality, and privacy standards.
5. Strengthen stakeholder engagement ethically.
6. Integrate cultural competence in evaluation practice.
7. Promote transparency, accountability, and trust in evaluations.
8. Navigate conflicts of interest and professional boundaries.
9. Address bias, power dynamics, and influence ethically.
10. Ensure equity, inclusion, and social justice in evaluation processes.
11. Analyze case studies on ethical breaches and lessons learned.
12. Develop codes of ethics and organizational guidelines for evaluators.
13. Enhance critical thinking and reflective practice in ethical decision-making.

Target Audience

1. Professional evaluators and M&E specialists.
2. Program managers and project coordinators.
3. Policy analysts and advisors.
4. Research and data officers.
5. NGO and nonprofit staff involved in evaluation.
6. Government and public sector evaluation teams.
7. Academic researchers in social sciences and program evaluation.
8. Consultants and practitioners providing evaluation services.

Course Modules

Module 1: Introduction to Ethics in Evaluation

- Definition and scope of ethics in evaluation.
- Core ethical principles and professional standards.
- Role of ethics in enhancing credibility and accountability.
- Overview of global ethical frameworks in M&E.
- **Case Study:** Ethical lapses in large-scale health program evaluation.

Module 2: Identifying Ethical Dilemmas

- Common ethical challenges in evaluation practice.
- Conflicts of interest and professional boundaries.
- Balancing stakeholder needs and evaluator independence.
- Ethical dilemmas in data collection and reporting.
- **Case Study:** Conflict of interest in donor-funded projects.

Module 3: Decision-Making Frameworks

- Ethical decision-making models for evaluators.
- Step-by-step approach to resolving dilemmas.
- Incorporating reflective practice in decision-making.
- Tools for weighing ethical risks and benefits.
- **Case Study:** Choosing between stakeholder demands and ethical standards.

Module 4: Data Ethics and Confidentiality

- Principles of data privacy and security.
- Handling sensitive and personal information ethically.
- Reporting findings without bias or manipulation.
- Data-sharing protocols and permissions.
- **Case Study:** Breach of confidentiality in community surveys.

Module 5: Cultural Competence and Inclusion

- Understanding cultural context in evaluation.
- Avoiding cultural bias and misrepresentation.
- Ethical engagement with marginalized populations.
- Ensuring equity and inclusion in evaluation processes.
- **Case Study:** Evaluating programs in diverse communities.

Module 6: Power, Influence, and Bias

- Recognizing evaluator bias and influence.
- Managing power dynamics with stakeholders.
- Ensuring fair representation of vulnerable groups.
- Ethical reporting in politically sensitive contexts.
- **Case Study:** Bias in educational program assessments.

Module 7: Codes of Ethics and Organizational Guidelines

- Developing organizational ethics policies.
- Adopting international standards and codes of conduct.
- Integrating ethics in organizational culture.
- Ethical audits and monitoring compliance.
- **Case Study:** Implementing ethics code in an NGO evaluation team.

Module 8: Reflective Practice and Continuous Improvement

- Importance of self-reflection for evaluators.
- Tools for continuous ethical learning.

- Peer review and mentorship in ethical practice.
- Learning from past ethical challenges.
- **Case Study:** Lessons learned from ethical missteps in humanitarian evaluations.

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:

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