M&E Target Setting Techniques 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

M&E Target Setting Techniques Training Course equips participants with practical, data-driven, and theory-informed approaches to setting realistic, measurable, and impact-oriented targets aligned with project objectives, SDGs, and donor requirements. The course emphasizes evidence-based planning, baseline-informed targets, adaptive management, and performance accountability across development, humanitarian, and public-sector programs.

Participants will explore modern target-setting frameworks used by international NGOs, governments, and multilateral agencies, including SMART+, SDG-aligned targets, adaptive targets, and equity-sensitive benchmarks. Through real-world case studies, hands-on exercises, and peer learning, learners gain the skills to design targets that drive performance, learning, and sustainable impact.

Programme Curriculum

M&E Target Setting Techniques Training Course

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Course Objectives

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

1. Apply SMART and SMART+ target-setting frameworks
2. Align targets with theory of change and results frameworks
3. Use baseline and contextual data to inform target levels
4. Set realistic, achievable, and evidence-based targets
5. Integrate equity, gender, and inclusion-sensitive targets
6. Design adaptive and flexible targets for complex programs
7. Differentiate between output, outcome, and impact targets
8. Align project targets with SDGs and donor indicators
9. Apply risk-informed target setting in fragile contexts
10. Establish annual, mid-term, and endline targets
11. Use benchmarking and historical data effectively
12. Avoid common target-setting biases and pitfalls
13. Strengthen accountability and performance management through targets

Target Audience

1. Monitoring & Evaluation Officers
2. Project and Program Managers
3. NGO and CSO Staff
4. Donor-Funded Project Teams
5. Government Planning & M&E Officers
6. Development Consultants
7. Research and Learning Specialists
8. Results-Based Management Professionals

Course Modules

Module 1: Foundations of M&E Target Setting

- Role of targets in results-based M&E
- Targets vs indicators vs milestones
- Types of targets in M&E systems
- Linking targets to results chains
- **Case Study:** NGO health project with unrealistic targets

Module 2: SMART and Beyond – Modern Target Frameworks

- SMART and SMART+ targets
- Quality criteria for strong targets
- Quantitative vs qualitative targets
- Time-bound and phased targets
- **Case Study:** Education project target redesign

Module 3: Baseline-Informed Target Setting

- Importance of baseline data
- Setting targets with incomplete data
- Using surveys, administrative data, and assessments
- Adjusting targets after baseline findings
- **Case Study:** WASH program baseline adjustment

Module 4: Target Setting Across the Results Chain

- Output-level target techniques
- Outcome-level target realism
- Impact target considerations
- Attribution vs contribution
- **Case Study:** Livelihoods project results chain

Module 5: Adaptive and Context-Sensitive Targets

- Adaptive management principles
- Setting targets in volatile contexts
- Risk-adjusted and scenario-based targets
- Mid-course target revisions
- **Case Study:** Humanitarian response program

Module 6: Equity, Gender, and Inclusion in Targets

- Disaggregated target setting
- Gender-responsive targets
- Leave-no-one-behind principles
- Vulnerable group benchmarks
- **Case Study:** Gender-inclusive agriculture project

Module 7: Aligning Targets with Donor & SDG Frameworks

- Donor compliance and reporting needs
- SDG-aligned target setting
- National development plan alignment
- Harmonizing multiple reporting frameworks
- **Case Study:** Multi-donor funded program

Module 8: Common Pitfalls and Best Practices

- Over-ambitious and under-ambitious targets
- Political and funding pressures
- Managing target gaming and distortion
- Validation and peer review of targets
- **Case Study:** Lessons from failed performance targets

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
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

Start Date	End Date	Location	Price
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

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