



Briefing on Capacity Building for ECOWAS Commission Staff on Results-Based Management and Performance Measurements

ECPF Internal Steering Committee Meeting

Abuja, Nigeria
14 June, 2016



ECOWAS
Vision 2020:

"To create a borderless, peaceful, prosperous and cohesive region, built on good governance, and where people have the capacity to access and harness its enormous resources through the creation of opportunities for sustainable development and environmental preservation."





Presentation Outline

- Background and Context
- Overview of Capacity Building Initiative and Participants
- Training Modules and Delivery Approach
- Major learning point – Need to focus on Results Monitoring
- Conclusions and Recommendations / Next Steps



Background and Context

Section X of the ECPF – Plan of Action, Monitoring and Evaluation (M&E)

❖ Plan of Action

- ❖ Expected to be developed by the Commission
- ❖ To be supported by performance indicators and a reporting plan
- ❖ To be elaborated in a logical framework, showing **detailed activities** to be carried out, **inputs**, **outputs**, and **impact** and timeline for each activity and the actors and target groups

❖ M&E

- ❖ Expected to be put in place to assess the progress of all aspects of the ECPF on a regular basis
- ❖ Annual reports on level of implementation prepared
- ❖ M&E to be carried out at the grassroots (Community), national and regional levels

In order to develop result-oriented Plan of Actions and M&E system for the ECPF, capacity building in programme planning and M&E is essential



Overview of Capacity Building Initiative and Participants

- 6 staff of the Commission attended a training on **Results-Based Management & Performance Measurements**
- The training took place in Marrakech, Morocco from 2 - 13 May, 2016
- The training was facilitated by an experienced Consultant from SETYM International
- SETYM International is a professional training and Consultancy company based in Canada



Department / Directorate / Division / Unit

- ❖ **Political Affairs, Peace and Security (PAPS)**
 - Political Affairs
 - ECPF Secretariat **3 Staff**
- ❖ **Office of the President**
 - External Relations **1 Staff**
- ❖ **Office of the Vice President**
 - Monitoring & Evaluation **1 Staff**
 - Strategic Planning **1 Staff**



Training Modules and Delivery Approach

Summary of Training Modules

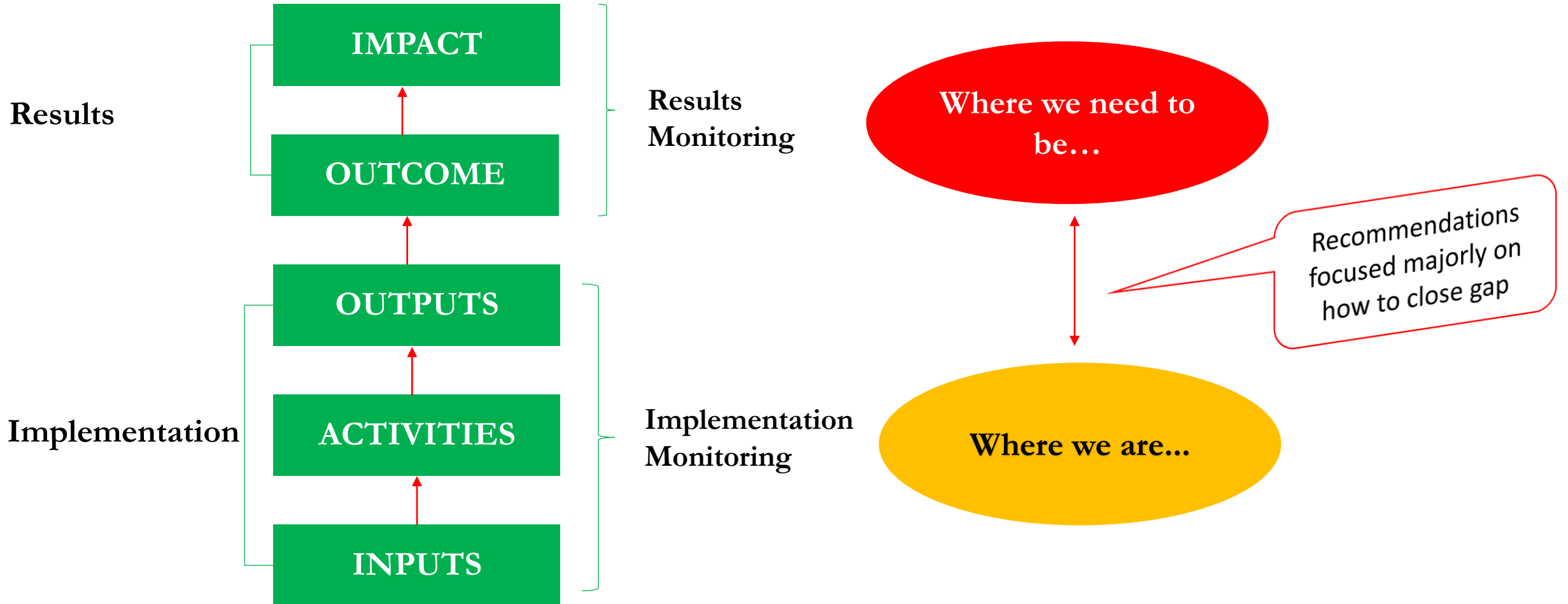
- ❖ **Concept of Result Based Management and Performance Measurement**
- ❖ **Programme / Project Conceptualisation**
 - How to identify and define the nature and scope of the problem(s) we are trying to solve – Problem and solution trees
- ❖ **Programme / Project Planning**
 - How to design appropriate interventions (programmes / projects) to alleviate the problem(s)
 - Logical Framework design
 - Risk Management
 - Stakeholder Management
 - Work Programme / Work Plan preparation
- ❖ **Programme / Project Management**
 - Tools and techniques for effective and efficient implementation
- ❖ **Result Based Monitoring and Evaluation (RBME)**
 - Result Chain
 - Monitoring Vs Evaluation
 - Design of performance indicators
 - Performance Reporting – findings, conclusions, recommendation & lessons learnt

Approach and methodology

- ❖ The approach was a good blend of Theory and Practical Exercises
 - Presentation of Concepts, methodologies, frameworks, tools, templates etc.
 - Presentation of Practical Case Examples
 - Class Exercises: Analysis of Case Studies followed by Group Presentation and Discussion
 - Feedback session by Facilitator



Major learning point – Need to focus on Results Monitoring





Conclusions and Recommendations / Next Steps

Conclusions

- ❖ The organisation of the training modules and delivery approach is commendable and contributed significantly to improving the knowledge and skills of participants in Results Based Management (RBM) and Performance Measurement
- ❖ The need to strengthen the culture of Result Based Management (RBM) and Performance Measurement is essential for the ECOWAS Commission



Recommendation

- ❖ Considering the importance of strengthening the RBM culture at the Commission, the President, Vice President, Commissioners PAPS and Finance should be engaged to champion this initiative
- ❖ The Consultant should be engaged to train other ECPF Focal Points

Steps Taken After Training

- ❖ Review and Update of existing Monitoring Template
- ❖ Preparation of a Concept Note in respect of training for other ECPF Focal Points



Thank you . Merci . Obrigado