Expanding evaluation processes to increase engagement: what this means in practice
The need to engage differently

70% of change initiatives fail

Organizations that develop initiatives to change mindsets are 2x more likely to succeed
Debunking evaluation myths

Myth #1
Be clear about the goals

Myth #2
Tell people what not to do

Myth #3
Highlight the goals of the evaluation process as a central issue

Myth #4
Hand over a negative appraisal if that is the truth

Myth #5
Be transparent and speak the truth, even if this causes stress

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ECG Spring 2022 Meeting

10 June 2022
Shift from traditional approaches

Traditional approaches: static & linear

- Learning
- Sequencing

IOE approach: dynamic and engaging

- Independence
- Principled engagement
- Credibility
- Utility

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IOE approach: product mix

**Sub-regional Evaluations**
- **Primary objective**: Assess strategy, common intervention approaches and IFAD organizational set up in a set of countries that share salient characteristics.
- **Main users**: Regional and country director(s), technical advisors, operational staff, and government counterparts.

**Evaluation Synthesis**
- **Primary objective**: Contribute to knowledge generation by consolidating findings from past evaluations.
- **Main users**: Senior management, Directors, staff of regional and technical divisions, and members of governing bodies.

**Thematic Evaluations**
- **Primary objective**: Provide evidence of development effectiveness, performance and results of operations in a thematic topic.
- **Main users**: Senior management, Directors, staff of regional and technical divisions, and members of governing bodies.

**Corporate Level Evaluations**
- **Primary objective**: Assess the organizational performance and institutional effectiveness of IFAD.
- **Main users**: Senior management, Directors, staff of regional and technical divisions, and members of governing bodies.

**Annual Report of Independent Evaluation**
- **Primary objective**: Report all of IOE’s evaluation activities in a given year, and presents a synthesis of IFAD’s performance, lessons and challenges.
- **Main users**: Senior management, Directors, staff of regional and technical divisions, and members of governing bodies.

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Focus: IOE

Focus: Management

Focus: Board
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Virtual learning event

Launch of the IFAD Evaluation Manual
gLOCAL EVALUATION WEEK
MAY 30 – JUNE 3, 2022

Virtual learning event

Transformational Change for People and the Planet
Evaluating Environment and Development

OPEN ACCESS
USER EXPERIENCE

- Fosters greater stakeholder engagement by reinforcing the independence of IOE
- Speaks to the core of what IOE stakeholders look for
- Intuitive, easy to navigate
- Invites new opportunities for users to engage with IOE in a dynamic fashion
- Creates a more personal connection between IOE and its stakeholders
- Tailors messages to IOE stakeholders through new products
“Evaluation supports accountability and learning, to improve transparency and accountability. However, the area that can benefit from user perspectives is that of learning. In practice, the construct of all evaluation needs to accept engagement as a part of process credibility, and seen as necessary for generating ongoing reflection as part of the learning process to build understanding.”

Indran A. Naidoo, Director, IOE.
- Indran Naidoo, 2018. IPDET Graduation Speech [here]