

Final Report for the Three-Day Training Workshop on Development Evaluation

Name of the training:	Capacity Building of Members on Development Evaluation
Program sponsor:	UNICEF
Implementing Agency:	Evaluation Association of Bhutan
Venue:	Shambala Resort, Paro
Dates:	28-30 September,2019
Total Participants:	21



Introduction

The document on hand is a narration of the events and proceedings of the training workshop on the Evaluation that was conducted by Evaluation Association of Bhutan to its members. The training was conducted at Paro and the whole session lasted for three days. The training was organized in order to build the capacity of EAB members and to build the bond with members and EAB.

Objectives of the workshop

The primary objectives of the training workshop are to get the members learn the essential ins and outs of basic evaluation from start to end and what's in between. Some of the specific objectives are also as follows:

1. Advocating and creating awareness on evaluation culture
2. To build the capacity of the members on basics of evaluation
3. To enhance relationship and build profound connection among members and EAB.

Date and Venue

The training-workshop took place from 28-30 September 2019 at Shambala Resort in Paro. The training team arrived at the venue one day before, on 27th September 2019, in order to meet for fine-tuning of the agenda and coordination of facilitation. The workshop agenda overview is provided in Annex 1.

Training Team

The members of the training teams were as follows:

1. Dr.Phuntsho Choden, Consultant
2. Mr. Tashi Dorji, Dy.Chief Research Officer of Research and Evaluation Division, Gross National Happiness Commission, Royal Government of Bhutan
3. Mrs. Dechen Zangmo, Monitoring and Evaluation officer from UNICEF
4. Dr.Sonam Tshering, Founder-Director of Bhutan Interdisciplinary Research & Development (BIRD)

5. Mr.Dhan Kumar Bhujel, Monitoring and Evaluation Expert.

Participants

The training-workshop was attended by 16 EAB members from various agencies/organization namely Gross National Happiness Commission, Consultant, Tarayana Foundation, T-Bank, Life Changer Bhutan, Bhutan Cancer Society, WWF and Mangdechu Hydropower Project Authority including five trainers. The list of Participants is attached as Annex 2.

The Training-Workshop

Day-1

The training-workshop commenced with the welcome address by Dr.Phuntsho Choden, the Chairperson of Evaluation Association of Bhutan followed by the short key note by Mr. Kezang, CEO of Institute of Management Studies followed by brief introduction of members mentioning their position, organization they come from and their expectation from the workshop and their expected contribution towards EAB. The introduction was done quite differently as members were asked to write it in the piece of paper for EAB secretariat's documentation and to carry out the necessary follow up accordingly.

Mr. Sonam Tshering presented the ToR for the Board Members and EAB Members to all the participants for their comments and further improvement. Some changes were made on both the ToRs during the presentation and some changes were kept open for further comments and suggestion at participants convenience.

Mr. Tashi Dorji from GNHC then went on to the first session of the three-day workshop with **Basics of Evaluation (What,Why & How)**, How is Evaluation. In this session the participants were given the basic concepts of evaluation and Oversight Spectrum conceptual Framework to enhance and build the foundation for better understanding of rest of the topics.

Lunch Break took place exactly at 1:00 PM. Mr. Tashi Dorji continued with his session where he presented the Evaluation Policy 2019 & Evaluation Protocol and Guidelines 2019 to the participants for their comments and suggestion. Next session was carried out by Dr.Phuntsho

Choden on “Why Evaluate; Starting the Evaluative Journey”. This session was focused on the evaluative process, intervention, problem statement and Beneficiaries in evaluation process.

After her session, Mrs. Dechen Zangmo distributed all the participants with their own notes containing their expectations from EAB and their contribution towards EAB for sharing and further discussion.

Following the presentation and group discussion, the training- workshop was closed for the day.

Day-2

Day 2 began with a presentation on Result-Based Management (RBM) and Theory of Change. Mrs. Dechen Zangmo presented key concept of RBM and highlighted its importance and how it helps organizations focus on their performance and achieve outputs, outcomes and impacts. The facilitator drew the participants’ attention on the topic by highlighting on how the theory of change can help to promote the social change. In between the session there were discussions on differences between RBM, Theory of change and logic framework or Result Chain. The session engaging and lively with suggestions and clarification being kept open for participants.

The session then continued with Mr. Dhan Kumar Bhujel presenting Design and Monitoring Framework based on ADB system in M&E. This section allowed participants to learn DMF process while evaluating with concrete examples.

After the lunch break, the participants were divided into four groups based on the theme generated through the notes provided by them mentioning their expectations and contributions they can make towards EAB. The theme generated were on Advocacy, Networking/Website, Fundraising and Planning. The groups then presented the result of their discussions, and rest of the participants contributed their comments on each of the presentation.

Day-3

The focus on the morning of Day 3 was Choosing Evaluation Design and Methods by Dr. Sonam Tshering. There were constructive debates going on between participants and trainers clearing doubts and suggestions. And to enhance better understanding, participants were provided with an example, different methods were used by the trainers to deliver the contents. There were also lot

of engagements and involvement of participants through questions answer session and feedback and suggestions.

The most important part of the three-Day workshop took place towards the end of the whole workshop after lunch on Way Forward. There was strategic discussion on how the suggestions and feedbacks provided by participants to be put into practice and implementation by EAB secretariat. It also provided an opportunity for the participants to play an active role in helping EAB achieve its objectives. They contributed different strategies where EAB can develop in the future and issues faced by the EAB was also discussed with the participants and facilitators.

The training-workshop was closed by Dr. Phuntsho Choden by thanking all the participants and other facilitators for making this Three-Day Training Workshop a successful and meaningful one.

Some of the Outcomes of the Training-Workshop

1. Interested members will help as volunteer with EAB for upcoming training.
2. Members will be working on different field such as **Advocacy, Planning, Fundraising and Networking/Website.**
3. UNICEF will sponsor to host a seminar/talk tentatively next year.
4. Fundraising team will work on the work plan to submit for the National Evaluation Seminar 2020 along with planning team.
5. Members can comment on the Evaluation Policy and submit to Gross National Happiness Commission on behalf of Evaluation Association of Bhutan.

Recommendations from both participants and facilitators

Based on the survey questionnaire filled up by the participants at the end of the three-day workshop, following recommendations were generated:

1. Practical group work and include more case studies in session.
2. Need to keep presentation short and focus more on practical work.
3. Make presentation/session (theoretical input) brief and meaningful so that new members could catch up and understand better.

4. Be a part of real time evaluation.
5. To invite the external resource person for the training.
6. To revise the power point presentations to make them less text-heavy and more engaging.
7. To carry out the thorough Needs Assessment Survey prior to training to realize the level of awareness of participants on contents and avoid the last-minute change in the agenda.

<h1 style="text-align: center;">Members Training</h1> <p style="text-align: center;"><i>Metta Resort, Paro</i> 28-30 September 2019</p>		
<h2 style="text-align: center;">Day 1 – Saturday 28th September 2019</h2>		
Time/length	Session	
8:30h – 9:00h (30mins)	Registration	
9:00-9:15	Opening Statement	Chair EAB
9:15-9:30	Keynote Address	Mr.Kezang, CEO of IMSL
9:30-10:00	Introduction of Participants	ALL
10:00-10:15	Tea Break	
10:15- 11:00	Present of ToR for Board and members	EAB
11:00- 12:30	Basic of Evaluation (What,Why &How) What is Evaluation Understanding some useful Terminologies Types pf Evaluation	Mr. Tashi Dorji (GNHC)
12:30h-13:00h	Group Work	
13:00h – 14:00h	Lunch	
14:00h-15:00h	Why Evaluate: Starting the Evaluative Journey	Dr.Phuntsho Choden(EAB)
15:00h-15:30h	Group Work	
15:30 – 16:00h	Tea Break	
16:00h-17:00h	Bonding Activity: Breaking into group	EAB

Members Training

Metta Resort, Paro

28-30 September 2019

Day 2 – Sunday 29th September 2019

Time/length	Session	
09:00h – 10:00h (1hr)	Why Evaluate: Starting the Evaluative Journey	Dr.Phuntsho Choden(EAB)
10:00h – 10:30h	TEA BREAK	
10:30h – 12.00h (1hr 30mins)	<ul style="list-style-type: none"> ○ RBM ○ Theory of Change 	Mrs. Dechen Zangmo (UNICEF)
12:00h – 13:00h (1hr)	ADB System of M&E	Mr.Dhan Kumar Bhujel (EAB)
13:00h – 14:00h	LUNCH	
14:00h – 15:30h (1hr 30mins)	Group Work	ALL
15:30 – 16:00h	TEA BREAK	
16:00h-16:30h	Presentation by Group	ALL
16:30h – 17:00h (30min)	Presentation by Group	ALL

Members Training

Metta Resort, Paro

28-30 September 2019

Day 3 - Monday 30th September 2019

Time/length	Session	
09:00h – 10:00h (1hr)	Discussion on How We know, What We Know and What We Think That	Dr.Phuntsho Choden(EAB)
10:00h – 11:00h (1hr)	<u>Choosing Evaluation Designs and Methods</u> <ul style="list-style-type: none"> ▪ Experimental Design ▪ Quasi-experimental Design <ul style="list-style-type: none"> ○ Difference-in-Difference ○ Propensity Score Matching 	Dr. Sonam Tshering (EAB)
11:00h – 11:15h	TEA BREAK	
11:15h – 12.15h (1hr)	<ul style="list-style-type: none"> ○ Regression Discontinuity ○ Instrumental Variable ○ Reflexive Comparison 	Dr. Sonam Tshering (EAB)
12:15h – 13:00h (45min)	<ul style="list-style-type: none"> ▪ Non-Experimental Designs ▪ Comparison Matrix 	Dr. Sonam Tshering (EAB)
13:00h – 14:00h	LUNCH	
14:00h-14:30h (30min)	Group Work – Choosing the appropriate Impact Evaluation Design	
14:30h – 15:00h (30min)	<u>Analysing M&E Information</u> <ul style="list-style-type: none"> ▪ Data Basics ▪ Univariate Analysis ▪ Bivariate Analysis 	Dr. Sonam Tshering (EAB)
15:00h – 15:30h	TEA BREAK	
15:30h – 16:30h (1hr)	<ul style="list-style-type: none"> ▪ Quantitative Data Analysis using Computer- aided Analytical Software <ul style="list-style-type: none"> ○ Performing Data Analysis using MS-Excel ▪ Overview of Data Analysis using SPSS 	Dr. Sonam Tshering (EAB)
16:30h-17:00h (30min)	Way Forward for EAB	ALL

Annex II:

SI.No	Name	Agency
1	Chimi Dema	Gross National Happiness Commission
2	Dechen Dolkar	United Consultant
3	Dhan Kumar Bhujel	Ministry of Health
4	Karma Choden	Consultant
5	Phuntsho Yangden Ghaley	T-Bank
6	Pema Namgyel Ghaley	Association of Bhutan Industries
7	Phuntsho Choden	Consultant
8	Rinchen Samdrup	Gross National Happiness Commission
9	Sonam Tshering	BIRD
10	Sither Tenzin	WWF Bhutan
11	Wangchuk Dema	Gross National Happiness Commission
12	Tashi Dorji	Gross National Happiness commission
13	Kezang	IMSL
14	Chhimi Dorji	Chhimi Consulting
15	Karma Wangchuk	Tarayana Foundation
16	Kuenzang Tobgay	Gross National Happiness Commission
17	Pema Yangchen	Bhutan Cancer Society
18	Tulsi Maya Gurung	Life Changer Bhutan
19	Sonam Gyeltshen	MHPA
20	Dechen Zangmo	UNICEF
21	Tashi Choden	Evaluation Association of Bhutan