

15 days

# Certificate in International Development Management

## Accomplish and Contribute

This intensive Certificate programme combines our Leadership and Management in International Development course and our Monitoring and Evaluation for Results course. After practising, exploring and developing aspects of leadership and management, you go on to build monitoring and evaluation skills. Three full weeks of learning, discovery and applying lessons combine for a powerful and practical developmental experience.

This course includes a 1-1 professional coaching session after you return to work to help embed your learning further.

### Why choose this training course

This practical course is for professionals in the development sector who wish to expand knowledge, grow skills and genuinely increase their impact. The trainers are development practitioners with extensive field experience. This programme offers a leading, professional qualification in the sector.

### What you will learn

Through a mix of practical activities, examples of effective practice and coaching you learn how to:

- leverage your natural ability to lead and prioritise demands
- put into practice globally recognised management theories and tools
- engage with current thinking on areas including motivation, influence and power analysis
- analyse your network and prepare for those new conversations that will make a difference
- reflect on your own leadership style and presence
- clarify results at the programme level using logic models and plan a project using the logical framework
- develop indicators and targets
- use participatory methods for data collection and analysis
- use your findings to stimulate learning, improvement and stakeholder buy-in
- develop and work with a practical M&E system.

### Daily Course Objectives

Subject to change to reflect participants' needs.

#### Day 1

##### Week 1: Leadership and Management

##### Set yourself up for success

- the differences between leading and managing
- identify and prioritise demands - what is realistic?
- identify leadership styles.

#### Day 2

##### Understanding the power of your relationships and the nature of your motivation

- stakeholder and network mapping
- examine motivation
- understand what motivates you and your network.

#### Day 3

##### Developing individual and team performance

- linking motivation to skill
- holding conversations that matter
- the art of feedback.

#### Day 4

##### What makes teams effective

- understanding the nature of teams
- characteristics of effective teams and team leaders.

#### Day 5

##### Leading into the future

- examining power relations
- exploring leadership presence
- action planning.

#### Day 6

##### The changing role and practice of M&E

- M&E fundamentals
- results approaches: outputs, outcomes and impact
- relate M&E to your programme and project cycle
- identify stakeholders and their differing needs and roles.

#### Day 7

##### Results framework

- develop logic models
- work with and beyond logframes.

#### Day 8

##### Developing M&E frameworks

- criteria for indicators
- develop project indicators
- identify means of verification.

#### Day 9

##### Gathering and using data/information

- quantitative and qualitative approaches and instruments
- data organisation, quality assurance and analysis
- design baseline, evaluation and impact studies.

#### Day 10

##### M&E system and plan

- prepare M&E plan
- M&E system overview
- learning synthesis.

#### Day 11

##### Data gathering in practice: fieldwork

- practice data gathering tools
- use different tools to gather data in a live context
- field work reflection.

#### Day 12

##### Theory of Change

- develop a theory of change from the live data gathered during fieldwork
- relate theory of change thinking to M&E.

#### Day 13

##### Information for decision-making

- reviewing monitoring data
- use M&E information and evidence for decision-making.

#### Day 14

##### Fostering a learning culture

- identify ways to foster a learning culture
- become M&E change agents and champions
- coaching and preparation for participant presentations.

#### Day 15

##### Using what you have learnt

- participant presentations
- embedding learning for personal and organisational benefit
- collective course reflection.

**How long:** 15 days

**Cost:** £4900

Please note if your sponsor is registered in the UK, VAT will be added to this course fee at 20%. Which is reclaimable for all registered charities.



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“IMA trainings care not only about how much you've learned but they also ensure that you will learn.”

Von Ryan Gustilo,  
Detention Programme Officer,  
International Committee of The  
Red Cross



Trust, Relationships and Innovation

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