

Course No. 1406

Results-Based Management Training Course

**PERFORMANCE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Results-Based Management Training Course provides a comprehensive and practical framework for shifting organizational focus from activities and resource utilization toward measurable results, outcomes, and sustainable organizational impact. Results-Based Management provides organizations with a structured approach to connecting planning, implementation, monitoring, and evaluation with clearly defined results, enabling leaders and managers to direct resources toward strategic priorities and improve organizational effectiveness.

Effective Results-Based Management requires clear organizational outcomes, measurable indicators, defined baselines and targets, reliable performance information, and consistent accountability. The course enables participants to understand how to translate strategic priorities into measurable results and connect organizational plans with programs, projects, activities, resources, and expected outcomes. It also introduces practical approaches for developing results chains that demonstrate the relationship between inputs, activities, outputs, outcomes, and longer-term impact.

Modern organizations increasingly need to understand not only what has been delivered, but also what has been achieved and what value has been created. The course therefore focuses on measuring outcomes and impact rather than relying solely on activity-based reporting. Participants will learn how to establish meaningful performance indicators, analyze evidence, identify performance gaps, and use results information to support prioritization, resource allocation, corrective action, and continuous improvement.

Results-Based Management is particularly relevant to government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations where strategic programs and projects require clear objectives, accountability, performance monitoring, and measurable results. The approach supports stronger organizational governance, more transparent performance reporting, improved management decisions, and closer alignment between resources and strategic outcomes.

Through case studies, practical exercises, results framework workshops, indicator development activities, and performance analysis, participants will develop the ability to design and apply Results-Based Management frameworks in their organizations. The course emphasizes practical implementation and helps executives, managers, and specialists establish a stronger results culture

supported by evidence, performance information, accountability, and continuous organizational improvement.

Objectives

- Analyze the principles and practical applications of Results-Based Management and their relationship with strategic planning and organizational performance during the course.
- Develop clear results frameworks that connect organizational outcomes with strategic and operational objectives.
- Evaluate objectives and expected results using criteria related to clarity, measurability, relevance, feasibility, and organizational impact.
- Apply results-chain techniques to connect inputs, activities, outputs, outcomes, and longer-term impact.
- Design appropriate performance indicators to measure progress toward organizational results.
- Establish baselines, targets, data sources, and measurement methods required for effective performance monitoring.
- Improve planning and resource allocation by linking organizational priorities with expected results.
- Implement evidence-based monitoring mechanisms to track progress and performance.
- Assess performance gaps and identify the underlying factors affecting the achievement of intended results.
- Align operational plans, programs, projects, and initiatives with strategic outcomes and organizational priorities.
- Strengthen management reporting by focusing on outcomes, performance, and impact rather than activities alone.
- Develop practical improvement plans that reinforce accountability, organizational learning, and continuous performance improvement.

Who Should Attend

This course is designed for executives, department managers, heads of departments, strategic planning managers, organizational performance managers, program managers, project managers, and professionals responsible for implementing strategic plans, monitoring initiatives, evaluating performance, or reporting results to senior management.

It is also suitable for specialists in strategic planning, monitoring and evaluation, performance analysis, program and project management, budgeting, internal control, organizational development, and management reporting. Professionals involved in developing performance frameworks, logical models, key performance indicators, data collection, performance analysis, and results reporting will benefit from the practical structure of the program.

The course is particularly relevant to executives and decision makers in government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations seeking to strengthen results orientation, improve accountability, connect resources with measurable achievements, and enhance evidence-based decision-making and organizational performance.

Learning Outcomes

- Explain the principles and practical applications of Results-Based Management in modern organizations.
- Translate strategic objectives into clear, measurable, and actionable organizational results.
- Develop results chains showing the relationship between inputs, activities, outputs, outcomes, and impact.
- Design relevant key performance indicators for measuring organizational results and progress.
- Establish appropriate baselines, targets, data sources, and measurement methods for performance management.
- Develop structured monitoring and evaluation frameworks for tracking organizational results.
- Analyze performance gaps and identify the underlying causes of results that fall below expectations.
- Use performance data and evidence to support resource allocation, prioritization, and corrective decisions.
- Prepare results-focused performance reports that provide useful information for senior management and decision makers.
- Align operational plans, programs, projects, and initiatives with strategic outcomes.
- Assess the effectiveness of organizational programs and initiatives based on measurable results and achieved value.
- Develop an integrated Results-Based Management framework suitable for practical

organizational implementation and continuous review.

Course Outline

DAY 01

Foundations of Results-Based Management and Strategic Planning

- Concept, principles, scope, and objectives of Results-Based Management
- Differences between activity-based management and results-based management
- Relationship between organizational strategy, objectives, results, and impact
- Identifying strategic and operational results
- The role of executives and managers in developing a results-oriented culture
- Governance, accountability, and management responsibility for results
- Organizational and cultural challenges in implementing Results-Based Management

PRACTICAL APPLICATION

Assessing an organizational framework and identifying its level of results orientation

DAY 02

Results Design and Results Chain Development

- Identifying inputs, activities, outputs, outcomes, and impact
- Designing logical and coherent results chains
- Formulating clear and measurable results statements
- Distinguishing short-term, medium-term, and long-term outcomes
- Differentiating outputs from outcomes and organizational impact
- Identifying assumptions and risks that may influence results achievement
- Linking results with strategic plans, programs, and projects

PRACTICAL APPLICATION

Developing a complete results chain for a selected organizational program or initiative

DAY 03

Performance Indicators, Data and Results Measurement

- Designing key performance indicators linked to organizational results
- Selecting appropriate quantitative and qualitative indicators
- Establishing baselines and performance targets
- Identifying reliable data sources and collection methods
- Data quality, reliability, and performance information management
- Developing results measurement and monitoring frameworks
- Using performance dashboards and management reports to monitor progress

PRACTICAL APPLICATION

Developing a results measurement framework and performance indicators for a selected program or department

DAY 04

Monitoring, Evaluation and Performance Analysis

- Principles of continuous monitoring within Results-Based Management
- Assessing actual performance against targets and expected results
- Analyzing performance variances and results gaps
- Conducting root cause analysis of underperformance
- Using evidence and performance data to develop corrective actions
- Evaluating the effectiveness of programs, projects, and initiatives
- Managing risks that may affect the achievement of expected results

PRACTICAL APPLICATION

Analyzing actual performance results and developing corrective and improvement actions

DAY 05

Results Reporting, Governance and Organizational Implementation

- Preparing results-focused performance reports
- Linking performance results with planning, budgeting, and resource allocation
- Using results information to support executive decision-making
- Strengthening accountability and transparency through results measurement
- Establishing periodic performance review and continuous improvement mechanisms
- Building an organizational culture focused on results and accountability
- Critical success factors for implementing Results-Based Management

FINAL WORKSHOP

Developing an integrated Results-Based Management framework for a selected organization

Register or Request More Information

Course page: <https://quest-training.com/courses/results-based-management-training-course>

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