Number of training sessions or activities focused on adaptive practices

Indicator Number:
54

Logic Model Component:
Processes

Data Type(s):
Count

Short Definition:
Refers to the number of training sessions or activities delivered to increase awareness, understanding, or capacity in iterative approaches to learning and adapting

Definition and Explanation (Long):
This indicator refers to the number of training sessions or activities delivered to increase awareness, understanding, or capacity in iterative approaches to learning and adapting among staff in a project, program, or initiative. Training sessions or activities may be delivered by internal or external experts on topics such as adaptive management; monitoring, evaluation, and learning; complexity-aware programming; facilitation techniques; and collaborating, learning, and adapting.

Data Requirements:
Quantitative data from programmatic records

Data Sources:
Administrative/programmatic records

Frequency of Data Collection:
Annually, after work planning

Purpose:
This indicator reflects the need to both train staff in projects, programs, or initiatives in adaptive management and support the implementation of adaptive practices. Without awareness, understanding, capacity, and time, adaptive practices remain ad hoc. Carefully planning and monitoring training and activities can signify a commitment by management to the importance of programmatic flexibility and change.

Issues and Challenges:
Although a project, program, or initiative may include adaptive management approaches in its work plan, it does not necessarily reflect the use of those sessions in decision making. Although training sessions may be provided, it does not guarantee that the participants were able to internalize the learning and facilitate or use the training materials in the future.

**Related Indicators:**

The number of training sessions, workshops, or conferences conducted, by type (indicator 9) is specifically related to adaptive management. Indicator 53 is complimentary and recommended to be used in conjunction with indicator 54 as a way to measure intent and follow through.

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