

Outcome Harvesting

Navigating complexity with impact

5 week online training course



Course summary

This course equips programme staff with the skills and mindset to apply Outcome Harvesting (OH) as a monitoring, reflection and reporting tool in complex change settings. The course combines conceptual grounding, hands-on practice and guided reflection to help participants to:

- Understand how OH fits within programme monitoring and donor accountability
- Learn how to formulate credible outcome statements and analyse change processes
- Avoid common pitfalls (patchy documentation, over-claiming contribution)
- Use OH results for programme learning, adaptive management and revision of TOCs and future planning.

What is the course format?

The online Outcome Harvesting course is a facilitated, interactive and collaborative e-Learning experience. You will have access to:

- Five interactive live sessions facilitated by our highly experienced trainer and an instructional producer, including small groups discussions and exercises. Each webinar lasts 2 hours (120 minutes).
- All programme materials on the INTRAC e-learning platform, including videos and self-paced activities
- Opportunities to interact with other participants on the programme through the platform discussion forums and the live sessions
- One 50-minute individual mentoring session via Microsoft Teams
- Feedback on your individual assignment
- Access to the learning platform for at least 3 months post training.

What are the objectives?

By the end of the training participants will have obtained:

- An understanding of the OH method - its purpose, principles, opportunities and limitations compared to traditional monitoring approaches.
- Foundational OH skills in harvesting outcomes, formulating, substantiating and analysing outcomes and contribution.
- An understanding of common challenges and mitigation strategies, including inclusive participation, documentation strengthening and realistic contribution analysis.
- Ability to use harvested outcomes to strengthen learning and adaptive management, reflect programme strategy and revise Theories of Change.
- Practical know-how to design and facilitate OH processes in their organisation or multi-stakeholder settings.
- Ability to apply OH techniques to their own programme context, supported by coaching and peer exchange.

What are the IT requirements?

You will need a laptop and ideally also a headset, as well as access to broadband internet. You will need to be able to download software (Zoom) to access the live sessions. INTRAC's e-learning platform (Moodle) is accessible via browser. If you have any doubt about these requirements, please do get in touch.

Course content and structure

Enrolment: Wednesday 21 October

All live sessions take place on Wednesdays, from 1:00pm to 3:00pm UK time

Module 1 28 October	Introducing Outcome Harvesting <ul style="list-style-type: none">• What is outcome harvesting and what is its added value?• How does outcome harvesting compare to other traditional monitoring approaches?• What are the strengths and limitations of outcome harvesting?
Module 2 4 November	Understanding outcome and its usage in analysis <ul style="list-style-type: none">• What is an outcome? How to formulate and substantiate outcomes.• How does Outcome Harvesting compare to traditional monitoring approaches?• What are the strengths and limitations of Outcome Harvesting?
Module 3 11 November	Understanding common challenges and mitigation strategies <ul style="list-style-type: none">• Common challenges and mitigation strategies when using outcome harvesting for monitoring and learning• Mitigating challenges and how outcome harvesting can support other methods of monitoring and evaluation
Module 4 18 November	Strengthening learning and adaptive management <ul style="list-style-type: none">• Using outcome harvesting to strengthen learning and adaptive management, programme strategy.• Applying outcome harvesting in programme contexts
Module 5 25 November	Designing and facilitating outcome harvesting processes <ul style="list-style-type: none">• How can I design and facilitate OH processes in my own organisation or multi-stakeholder settings?

What is required of you?

Participants must as a minimum set aside time to participate in the five (5) 2-hour modules to get the maximum benefit of the training. Each module will end with a few learning questions that participants are encouraged to complete, so at least 1-2 hours are needed to reflect on these as you apply them to your own work context in between each module.

About the trainer

Malene Sønderskov is a senior evaluation expert and trainer with over 20 years of experience in monitoring, evaluation, accountability and learning (MEAL) in complex and fragile contexts. She specialises in utilization-focused and theory-based evaluations, with particular expertise in Outcome Harvesting as an approach to capture behavioural and systems change where results are non-linear and difficult to quantify.

Malene has led and contributed to numerous multi-country evaluations across Africa, Asia, the Middle East and Latin America for organisations such as the ILO, UN agencies, EU-funded programmes and international NGOs.

Malene holds a Master of Evaluation from the University of Melbourne and has contributed to several international guidelines on Outcome Harvesting and theory of change for donors and civil society organisations.



Malene Sønderskov

Course fee

The course fee is £549.