



**Community of Practice on Results
Based Management
Vilnius Evaluation Conference**

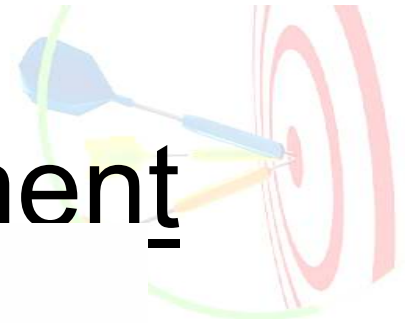
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***You can never have an impact on society if you have not
changed yourself...”***

Nelson Mandela

Results based management



RESULTS BASED MANAGEMENT (RBM)

is the way an organization applies processes and resources to achieve targeted results.

RBM consists of several elements:



Strategic orientation and coherence: RBM starts by formulating sound objectives that shift the focus from inputs and activities (how much resources to spend on the intervention) to measurable results (what can be changed in the world outside of the intervention) in a coordinated way.



Delivery planning: RBM allocates available resources to activities that will contribute most to the achievement of the desired results. A pre-condition to sound resource allocation are organizational arrangements that ensure authority and responsibilities are aligned with results and resources.



Stakeholder engagement: RBM makes use of the expertise and resources held by stakeholders in order to increase the likelihood of achieving relevant results.



Monitoring and evaluation: RBM checks whether the allocated resources are making the intended difference and feeds back the information into decision-making.

A COMMUNITY OF PRACTICE (COP)

is a group of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.

A COP is defined by three characteristics:



The domain: a CoP focuses on a shared competence that distinguishes members from other people.



The community: members of a CoP engage in joint activities and discussions, help each other and share information, building relationships that enable them to learn more about their domain.



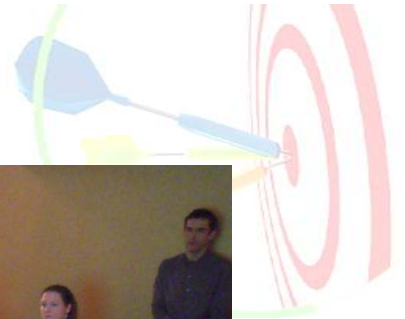
The practice: members of a CoP are practitioners. They develop a shared repertoire of resources: experiences, stories, tools and ways of addressing recurring problems – in short a shared practice.

The Community of Practice organises regular knowledge sharing meetings, study visits, learning seminars and online discussions for its members.

Who's involved

- Initiated by the Flemish European Social Fund MA in May 2009, COP is co-financed by the EC (DG Employment) until the end of 2011.
- 14 Partner organizations participating (MA, IB, Central SF agencies, EIPA, National Support Agencies, Regional Authorities, ESF Agencies etc from 9 MS.





Search this site: Search



Community of Practice

on Results Based Management in the ESF

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Knowledge Centre

All items in the knowledge centre are organized into themes and type of document. There is also a custom search option which enables the full text search of all descriptions (but not of attachments). Once logged in, you can easily add resources here, which can be shared with whole community.

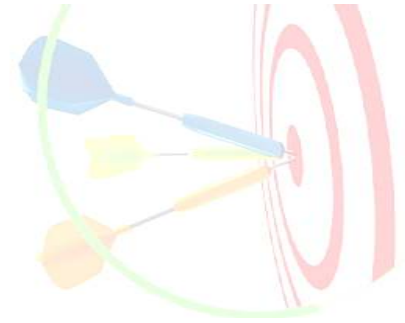
Uploading is restricted to premium members and experts.

Search for knowledge

Search resources by ...

Title

What I got out of it....



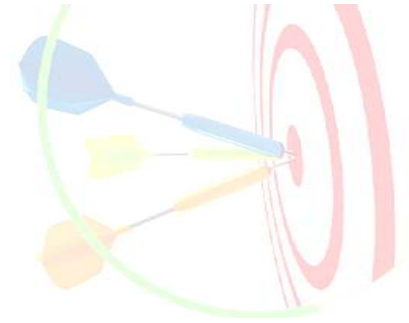
- **Baseline Study (RBM typology, tools, benchmarking) –**
a clear and common understanding
- **Practice Assessment Tools and methodology**
 - **identified internally good and bad practices**
- **Initial pool of good RBM practices – success stories to apply minimizing risk of failure**
- **RBM Knowledge Center (web- based) & Expert network (56 members and growing...)**
Lessons learnt & Training Pack
 - **access to free learning opportunities.**

What my organisation got out of it

- Foster senior-level leadership in RBM
- Promoted and supported a results culture in MA stakeholders
- Solutions on **chronic problems** (“how do we measure performance”, “ good quality indicators”...)
- Measure sensibly ,develop **user-friendly RBM ITs**
- Minimize cost on instruments for **organizational learning and constant improvement**
- Building Organizational image, lobbying opportunities, **BEING PRO-ACTIVE** in SF developments.



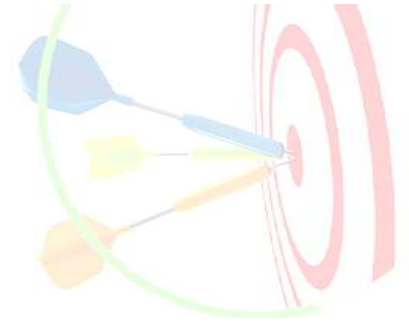
Next steps...



- 3 more network meetings
 - How to design & appraise interventions based on results chains?
 - Build skills of self-evaluation on all levels (project, IM body etc.).
 - How to measure properly the quality of products and results?
 - How to link finance to performance, in connection to financial simplification
- 3 study visits for assessing on site RBM practices and performance
- Preparation of Sourcebook & training pack on RBM for OPs
- Final conference for all EU MS



Interested?



Learn more on

Website: www.coprblm.eu

Contact :

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The COP RBM welcomes new partners at any time!

**Thank you
Anna Kanakaki**

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