



April Update

Hello

Welcome to our April newsletter, especially if you are one of our 89 new subscribers. Here we share:

- Our new publication 'Stories and Patterns of Change 2016'
- The latest IMA videos
- International development news and resources and
- Our upcoming courses in Belgium, the UK and Kenya

Since our last newsletter, we have been working with the Aga Khan Foundation and partners in the remote Pamir mountains in Tajikistan; with the International HIV/Aids Alliance and AVERT both in the UK; Italian NGO ACRA on Theory of Change; Monitoring and Evaluation training in Bangkok and South Africa and with WorldFish in Egypt. We have had popular events like our Monitoring and Evaluation Learning (MEL) forum in London hosted by IPPF, and a Theory of Change workshop in Seville. This week we are in Tanzania maintaining relationships and our support for the national nutrition plan and in Korea facilitating a leadership conference for the heads of Intellectual Property Organisations (WIPO) in Asia. Do send us your news contributions and feedback. You are very welcome to share this newsletter with your networks. If you have any questions on how we can support you and your organisation by providing learning spaces such as our tailored training workshops, consultancy, coaching, online support or our open training courses just reply to this email.

Best wishes

Chris Grose
IMA Managing Director

Upcoming training

Knowledge Management
4 days 9-12 May,
Brussels

Confirmed

Leadership and Management in Development 5 days 5-9 Jun, Brighton

Monitoring & Evaluation for Results 5/10 days 12-23 Jun, Brighton

Confirmed

Certificate in Development Management 15 days 5-23 Jun, Brighton

Public Private Partnerships for Development 5 days 10-14 Jul, Nairobi

We deliver all these as in-house training workshops. Contact us for advice and to set up a Skype call with one of our team.

2017/18 training calendar

June Brighton Event

New IMA publication



[IMA's Stories and Patterns of Change](#)

Featuring how our learning progresses and reflections on patterns we have observed. Hard copies available on request.

IMA news



IMA consultant Dani Guijarro facilitates a Theory of Change (ToC) multi-stakeholder workshop in Seville last month, with 34 participants from local councils, public institutions, consultancy firms, NGOs and UN Agencies to collaboratively explore what complex social change is, and how ToC helps to navigate it.

Leadership and management speaker
Wednesday 7 June
16.30

This promises to reveal a view into the world of earth science and what pre-history, the environment and communities can teach us of managing and leading. Delivered and facilitated by **Dr Susan Canney, lecturer at Oxford University Zoology Department.** For more information please reply to this newsletter.

New IMA videos



[Consultancy testimonial, CEO of AVERT \(HIV/Aids NGO\)](#)



[Results based Management](#)



[Resource Mobilisation and Fundraising](#)



Giulio, Dani and Chris were honoured to be in Javshangoz, in the Tajik Pamir Mountains doing a Pro-poor training to strengthen staff capacity of the Aga Khan Foundation and partners, to identify, plan, implement and measure food security and poverty alleviation initiatives for ultra-poor households. They talked with the training participants and villagers to what extent, and how, work on food security intersects with other dimensions of poverty such as power relations, wealth and opportunity and access to health, information and education.

They proposed a methodological framework inspired by the principles of Action Research. At IMA we believe that a truly transformative process will not come about by just bringing people together on more or less equal ground, or creating spaces for holding everyone accountable for their duties and obligations. It is also about the quality of the conversation these actors have and self-awareness when listening and talking to each other. IMA is really happy to be continuing this valuable work with the Aga Khan Foundation and thank all those involved.



Enthusiastic Monitoring & Evaluation training participants joined our interactive learning space in



Knowledge Management

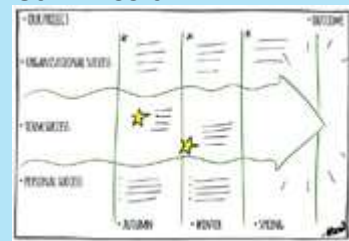
News and resources

[Tackling intimate partner violence in South Asia](#): why working with men and boys matters: ODI report on Bangladesh, Pakistan and Nepal



[Handbook on 'Becoming a knowledge sharing organisation'](#) by the Worldbank

[Book on tips and techniques for visual facilitation](#) funded by the European Commission



[Social relationships not technical aspects of evidence are at the heart of knowledge for development.](#) KM

Cape Town last week, from a variety of government, NGO and private sector organisations.



Working with Italian NGO ACRA on linking project and organisational M&E using Theory of Change. ACRA are committed to removing poverty through market-based solutions with high social and economic impact.

Featured Course

Leadership and Management in Development training

A reflection from Ruth Jolly the course trainer

What do development practitioners most need to learn about leadership and management?



I'd say we seek to be authentic and effective. To better connect and coordinate action with others. To really flourish in roles we believe in and contribute to purposes we are still inspired by. Our Leadership and Management in Development (LMD) course programme meets you in the reality of your context in the midst of this question.

There are claims that we live in a VUCA world, one that is volatile, uncertain, complex and ambiguous. That organisations are not stable structures of a Newtonian mind-set – but complex, adaptive systems. That there's a compelling call for purpose-

articles funded by DFID and IDS

[Women's economic empowerment was the focus of the annual UN Commission on the Status of Women in March](#)

[South African Evaluation Association's \(SAMEA\) nine trends in M&E](#)

[Become a SAMEA member](#)

[The hippo roller is making water collection easy in rural areas!](#)



[Recorded webinar: Technology and the City: Routes to Women's Economic Empowerment by Urban Institute](#)

[The African Evaluation Journal is accepted onto the SCOPUS, the largest abstract and citation database of peer-reviewed articles list.](#)

[Recorded webinar: Using human centered design to break barriers in evaluation by Design, Monitoring and](#)

driven organisations to organise differently and dynamically. That those identified with management and leadership need to be different from their predecessors.

Our course provides space to pay attention to these claims as we learn the practicalities of management and engage with concepts of leadership. Good management is helpful and rewarding - the life blood of effective delivery! And certain concepts of leadership translate into liberating organisations and their impact. Joseph Jaworski said,

"Before you can lead others... you have to discover yourself"

and Jim Kouzes maintains the very best organisation's liberate the leader in everyone.

The course content is informed by current concepts and from our own practice as internal consultants supporting the work of development practitioners in all sorts of organisations as they contribute to bring about social change.

Next course dates:

- Brighton, UK 5-9 June £2300
- Bangkok, Thailand 13-17 November £2300

[Apply now](#)

[Evaluation for Peacebuilding](#)

[Oxfam Blog: How Change Happens](#)

[Five useful project monitoring and evaluation guides including the World Bank and UNDP](#)

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