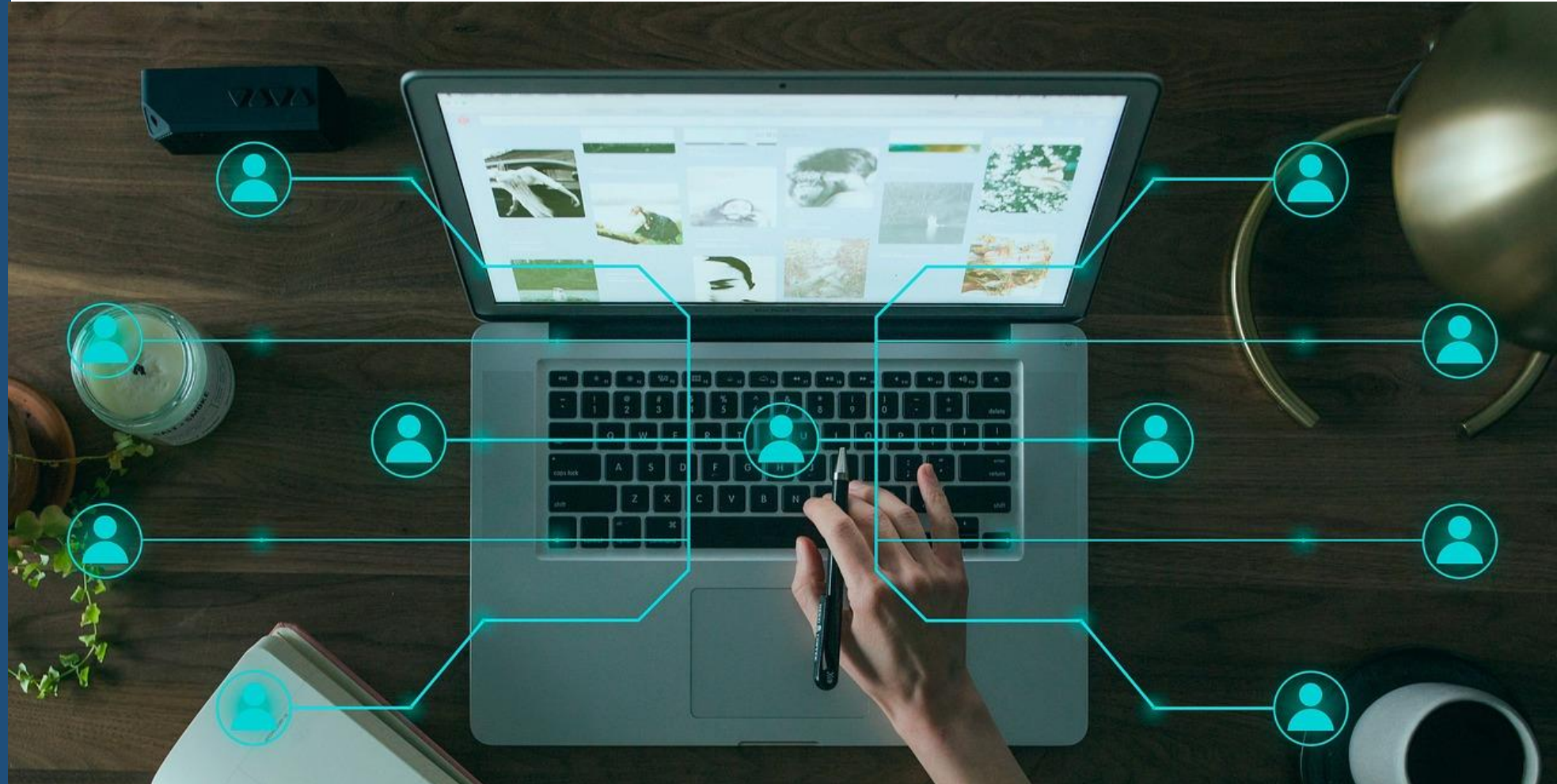


IOE



Investing in rural people

Independent Office of Evaluation



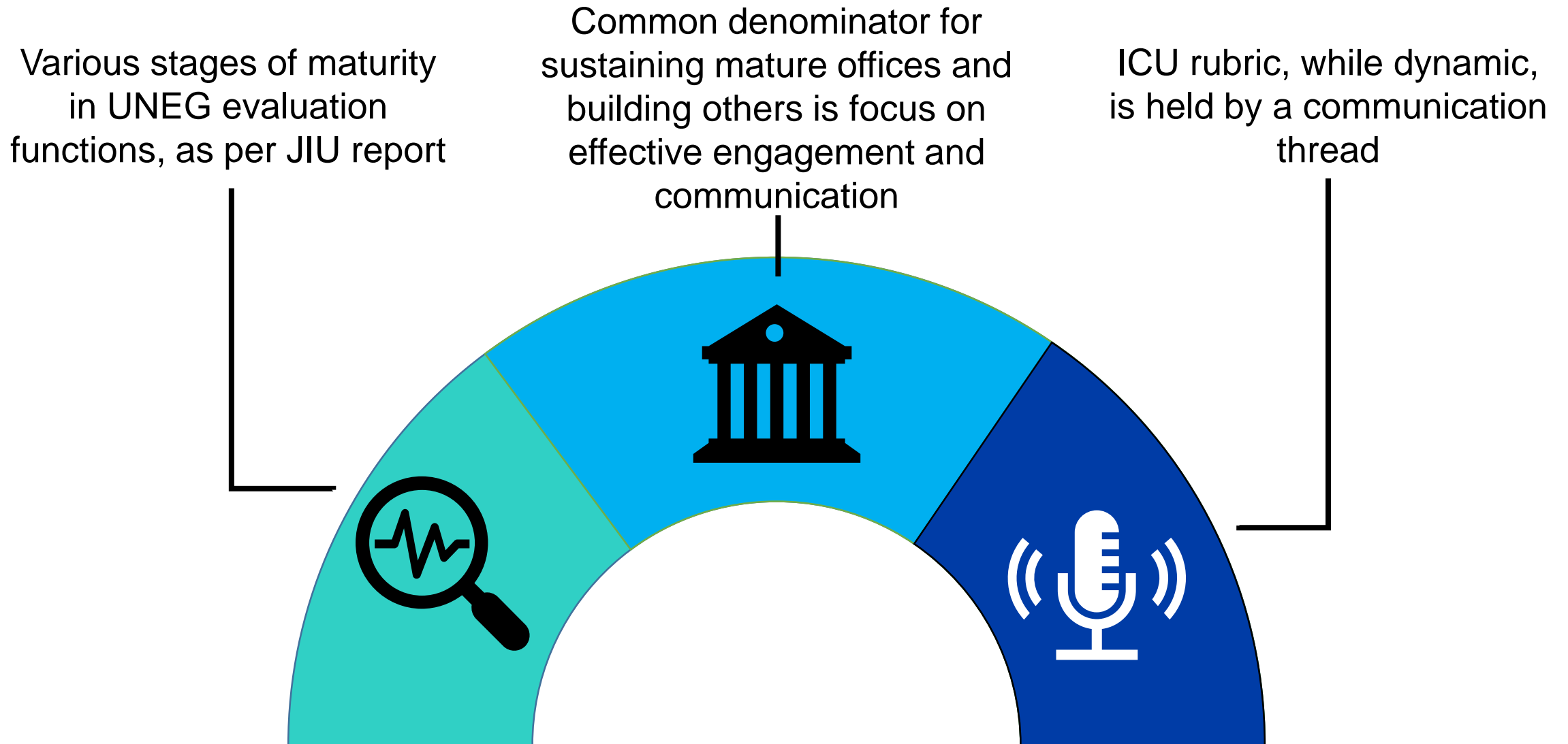
UNEG
EvalWeek 2024

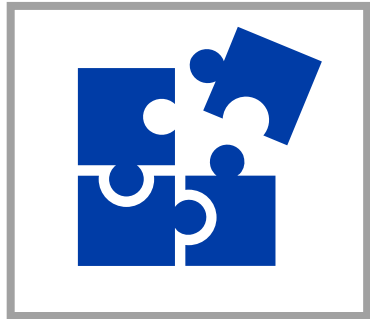
30 January 2024

Effective communication: a pivotal block to build credible evaluation functions

Lessons from IOE

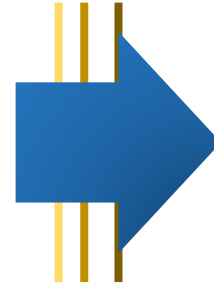
Dr Indran A. Naidoo, Director, IOE, IFAD
Dr Alexander Voccia, Coordinator, ECU, IOE, IFAD



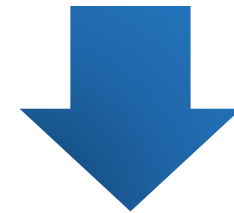


Evaluation assumes we effect change and enhance quality

However



Evidence, on its own, has not driven change



**Mindsets
need to
change**

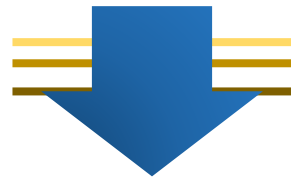
Organizations that develop initiatives to change mindsets are **x2** more likely to succeed

70%
of change
initiatives fail



We need to move from
evaluation phobia to
evaluation embracing

If results do not translate into change we want to see, then we need to shift production, generation and assimilation modalities



Psychologically safe environments where people feel open to expressing themselves



People really look forward to your evaluation



Your evaluation approach is stress-free



Better evaluations



Better engagement



IOE's approach results from a dynamic and engaging process of triangulation that is based on together **independence, credibility** and **utility.**

Innovation Talk

Evaluation Pills

Evaluation Manual

On-line training



IFAD Innovation Talk

EVALUATION THROUGH THE LENS OF BRAIN SCIENCE:
Building a humanized approach for better results

Dr. Indran A. Naidoo
Director
Independent Office of Evaluation
IFAD

Dr. Srin Pillay, M.D.
CEO
NeuroBusiness Group

Renata Mirulla
Facilitator
EvalForward
Community of Practice

Wednesday 22 March 2023
14:00-15:00 CET
Italian Room or via Zoom

IFAD
Investing in rural people

[\[here\]](#)



Evaluation Pills

#1 How can we apply neuroscience-based principles to improve evaluation processes?

As an evaluator, you want change in a positive direction. If you can understand what is going on in the brain of the evaluand, you have a greater likelihood of improving that change.

#2 How is IOE testing neuroscience principles' application to help improve IFAD's effectiveness?

We are bringing about evaluative conversations. This is because the process is more important than the evaluation report, insofar as it is where the learning takes place.

#3 How we can communicate eval findings based on neuroscience to trigger uptake of recommendations?

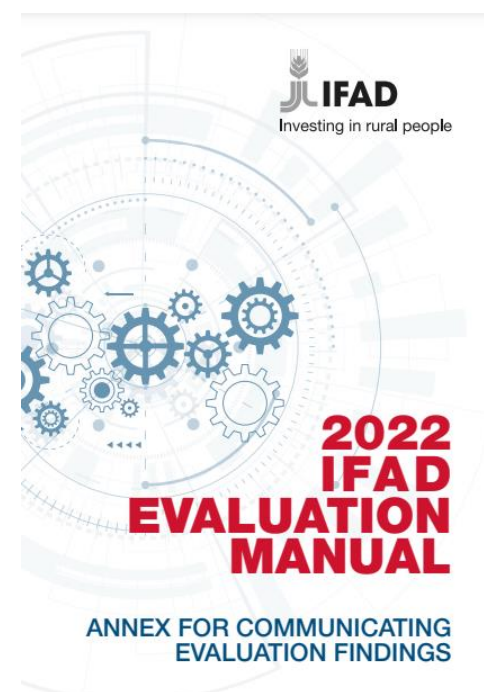
Coming to a meeting with a positive intention is important because you want that to mirror in the other person's brain.

FULL VIDEO

IFAD Innovation Talks #13
Building a humanized approach for better results

Evaluation through the lens of brain science

[\[here\]](#)



IFAD
Investing in rural people

2022 IFAD EVALUATION MANUAL

ANNEX FOR COMMUNICATING EVALUATION FINDINGS

[\[here\]](#)



[\[here\]](#)



Planning of IOE's work programme



Evaluation design and preparation of approach paper



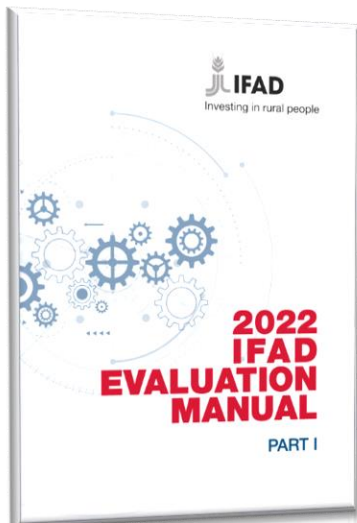
Evaluation data collection, analysis and reporting



Enhancing opportunities for dialogue and mutual learning during the evaluation process



Generating opportunities for learning across divisions and



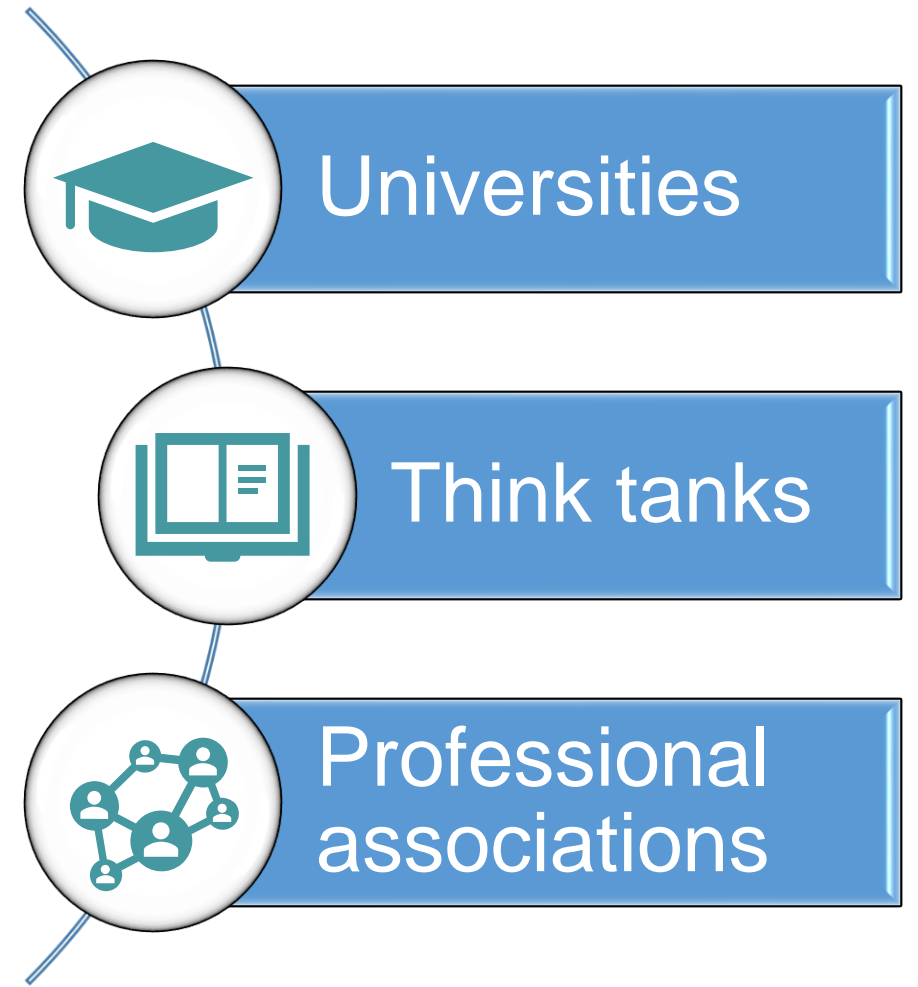
- ✓ Institution-wide coverage (IOE and Management) to foster **collaboration** between self and independent evaluation
- ✓ Include **contemporary** approaches to evaluation: Agenda 2030, Complexity and system thinking, Social Justice, Criteria OECD-DAC; ICT and Evaluation
- ✓ **Web-based** training module to explain key elements of the Manual



SO1: Develop and safeguard professional norms, standards and guidance

SO2: Enhance professionalization and capacity

SO3: Influence policy-making and operational work through evaluations

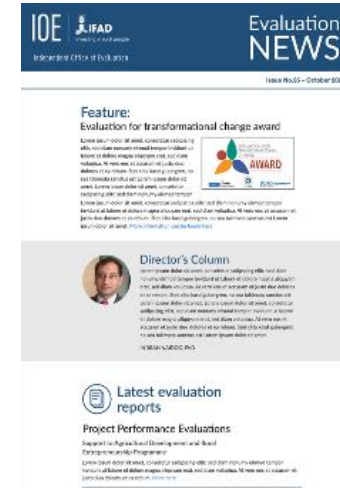
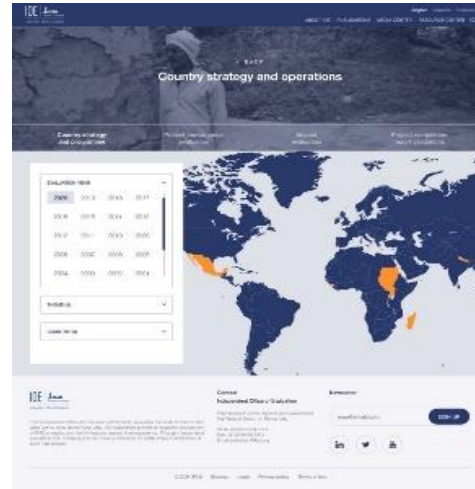


Where we were

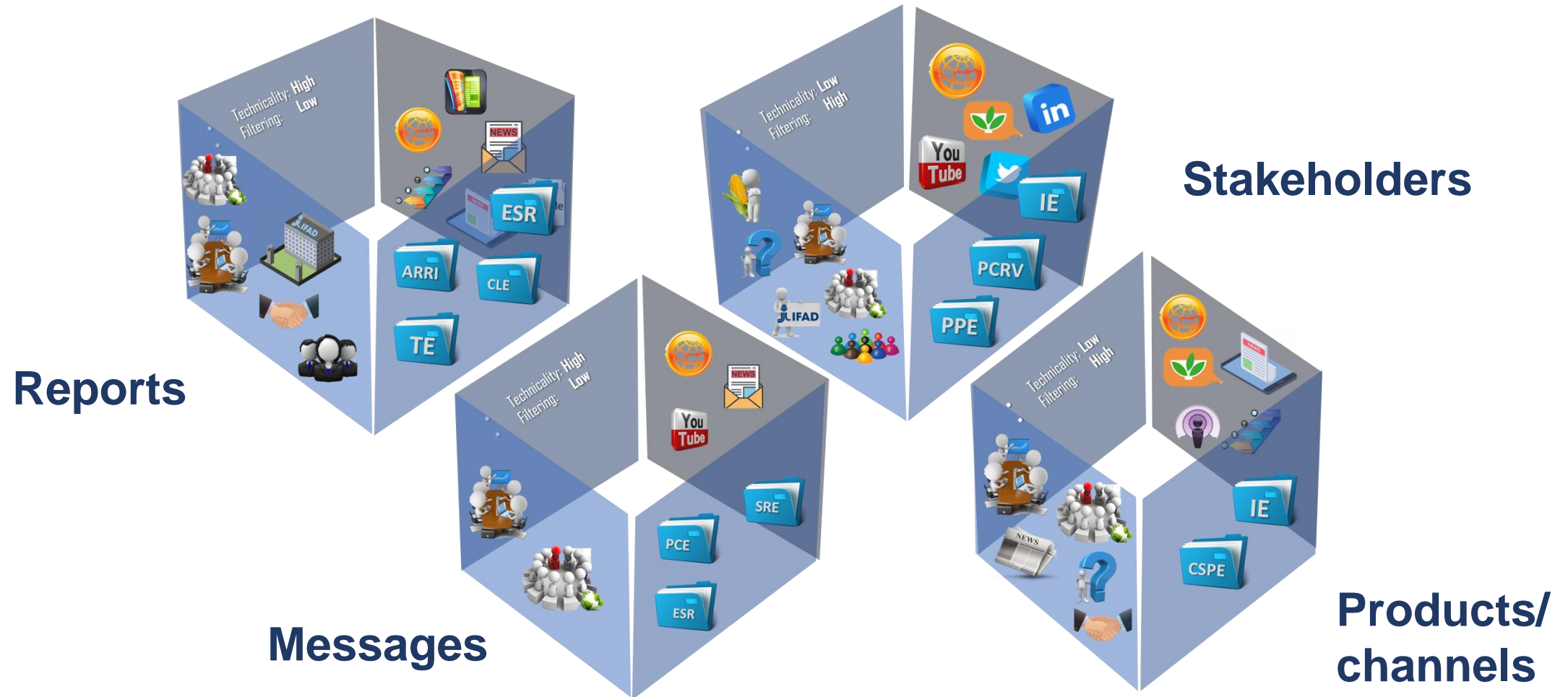


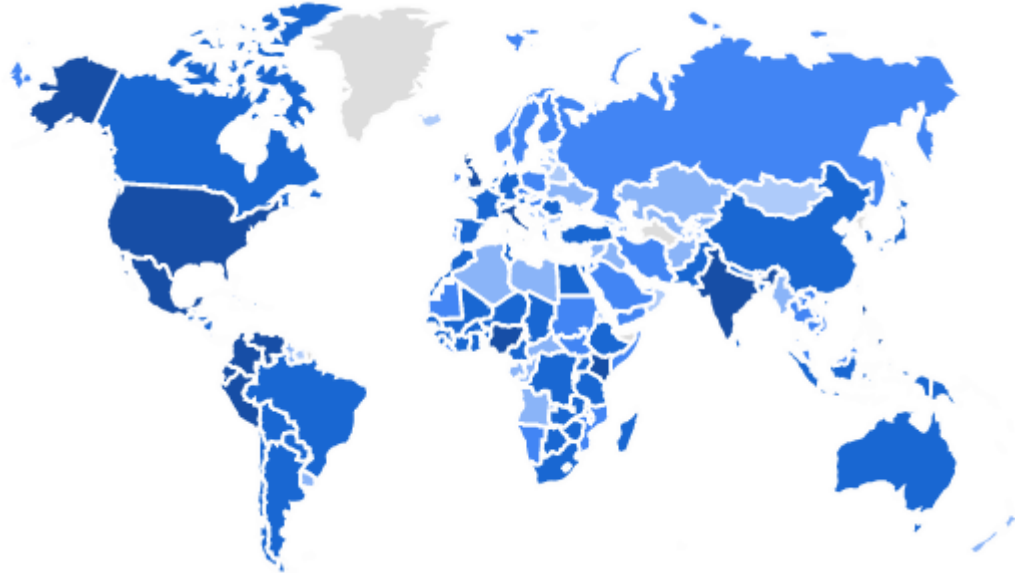


IOE changes: What we offer today



Communications cube





217
COUNTRIES

192k
VIEWS



Independent Magazine (seven issues)



[\[Access\]](#)



[\[Access\]](#)



[\[Access\]](#)



[\[Access\]](#)



[\[Access\]](#)



[\[Access\]](#)



[\[Access\]](#)

116
COUNTRIES

26k
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Resources

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