Developmental Evaluation

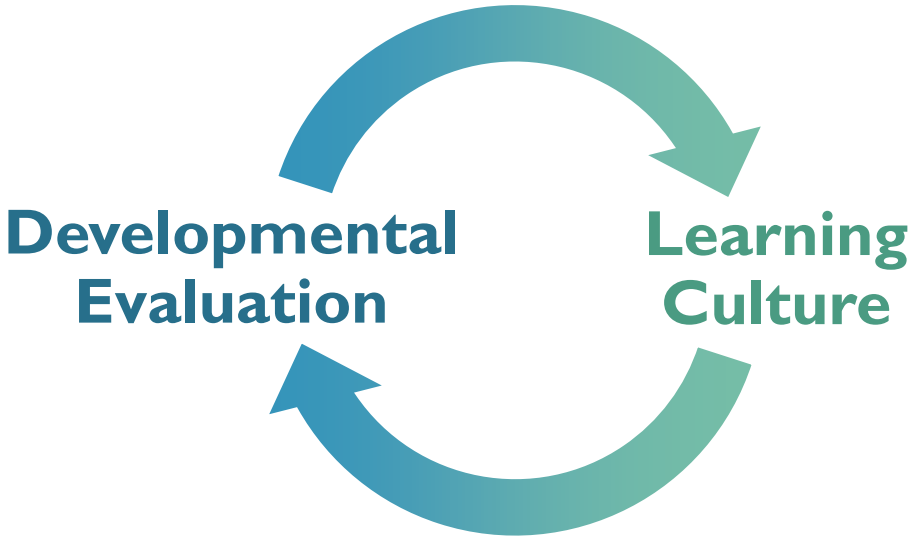
…OR A….

Learning Organisation

A reinforcing feedback loop: Developmental Evaluation & Learning Culture

Developmental evaluation is a mechanism to build a learning culture

Structured, real-time reality-testing embedded to continuously improve towards outcomes



Organization-wide habits of curiosity, feedback-seeking, and psychological safety to support continuous improvement

A learning culture supports a successful developmental evaluation

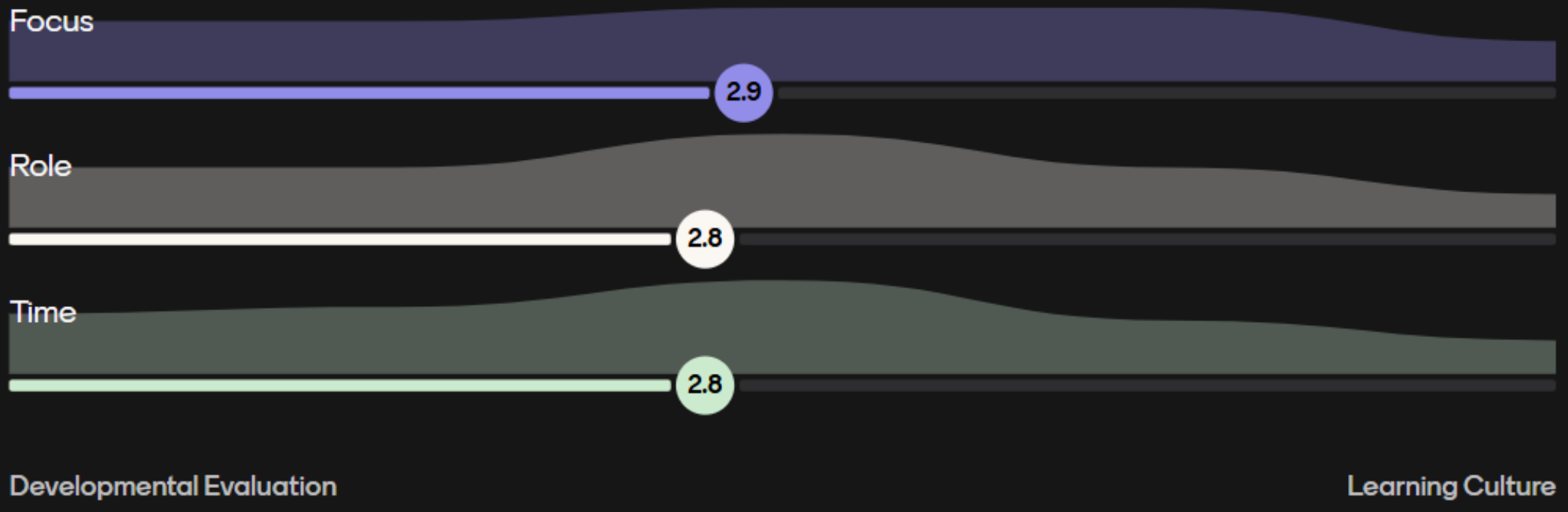
6 possible spectrums differentiating between DE and a learning culture



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Mentimeter

Where do you fall



5

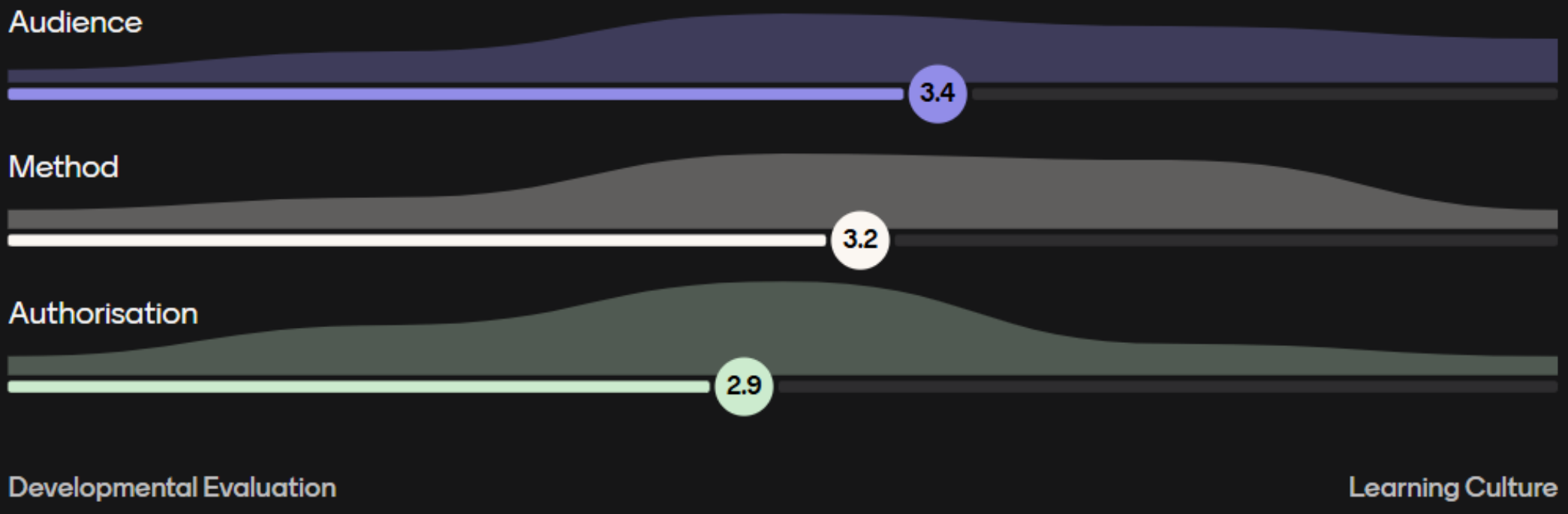
6 possible spectrums differentiating between DE and a learning culture

	Developmental Evaluation	Learning Culture
Priorities		
4 Audience	External accountability	Internal accountability
	DE reality-tests for stakeholders/funders;	*Learning culture builds trust and safety to fail and adapt*
5 Method	Rigour	Flexibility
	DE looks for structured, defensible evidence;	*Learning Culture prioritises adaptive, informal sense-making*
6 Authorisation	Internal Champion	CEO / Board
	DE requires at least one internal champion to drive;	*Learning Culture requires endorsement and drive from CEO and/or Board*

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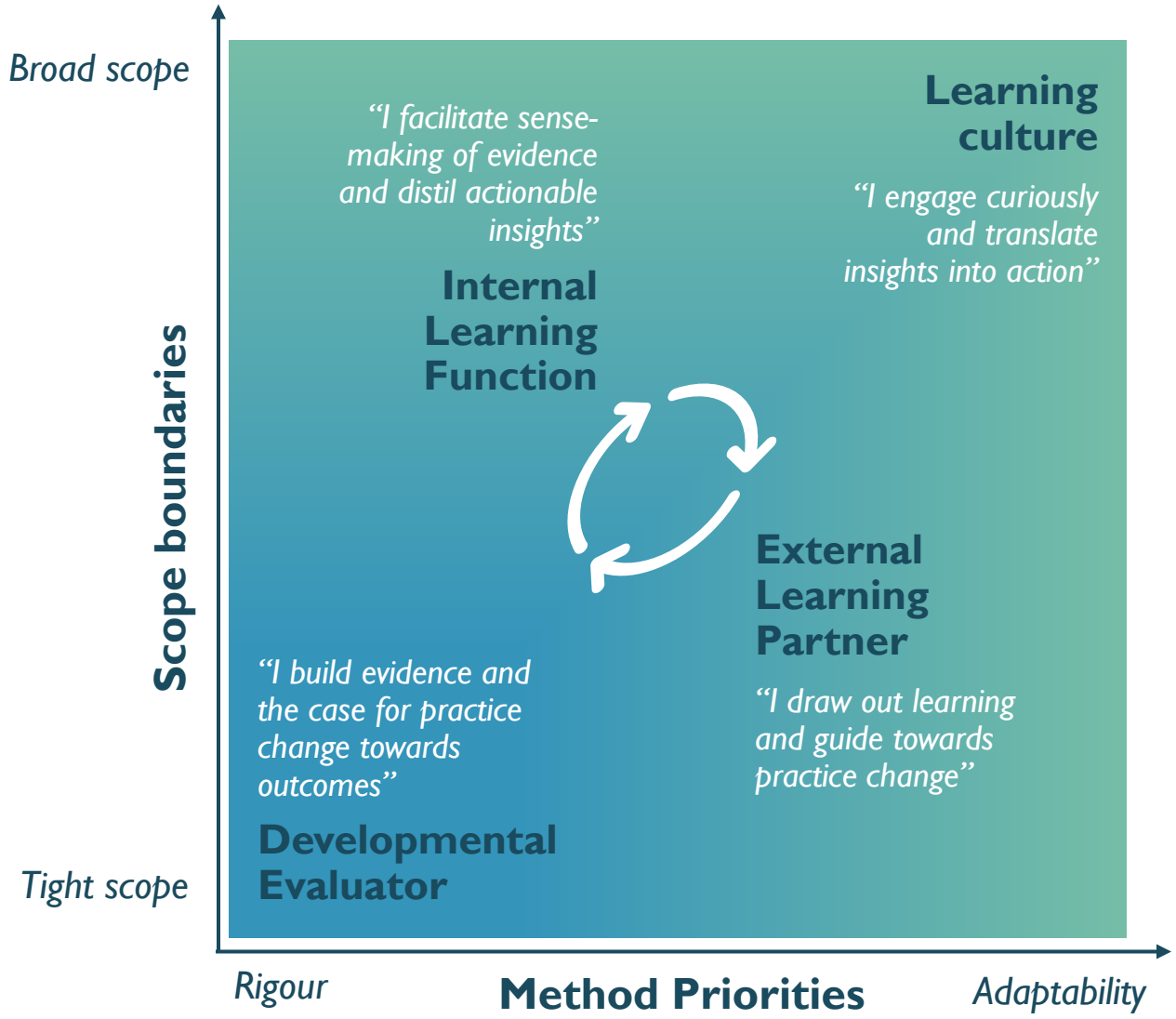
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Where do you fall



4

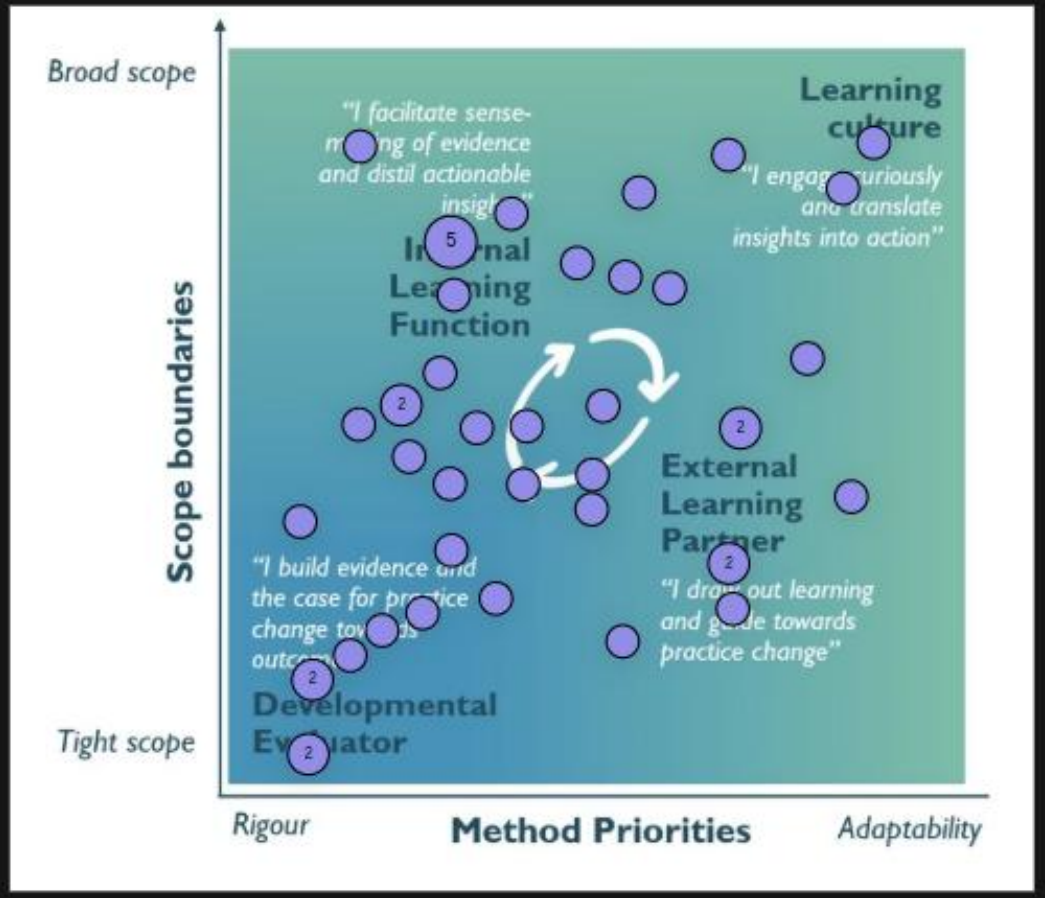
A possible way to articulate the roles we play in Learning



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Drop a pin where you find yourself mainly operating



3