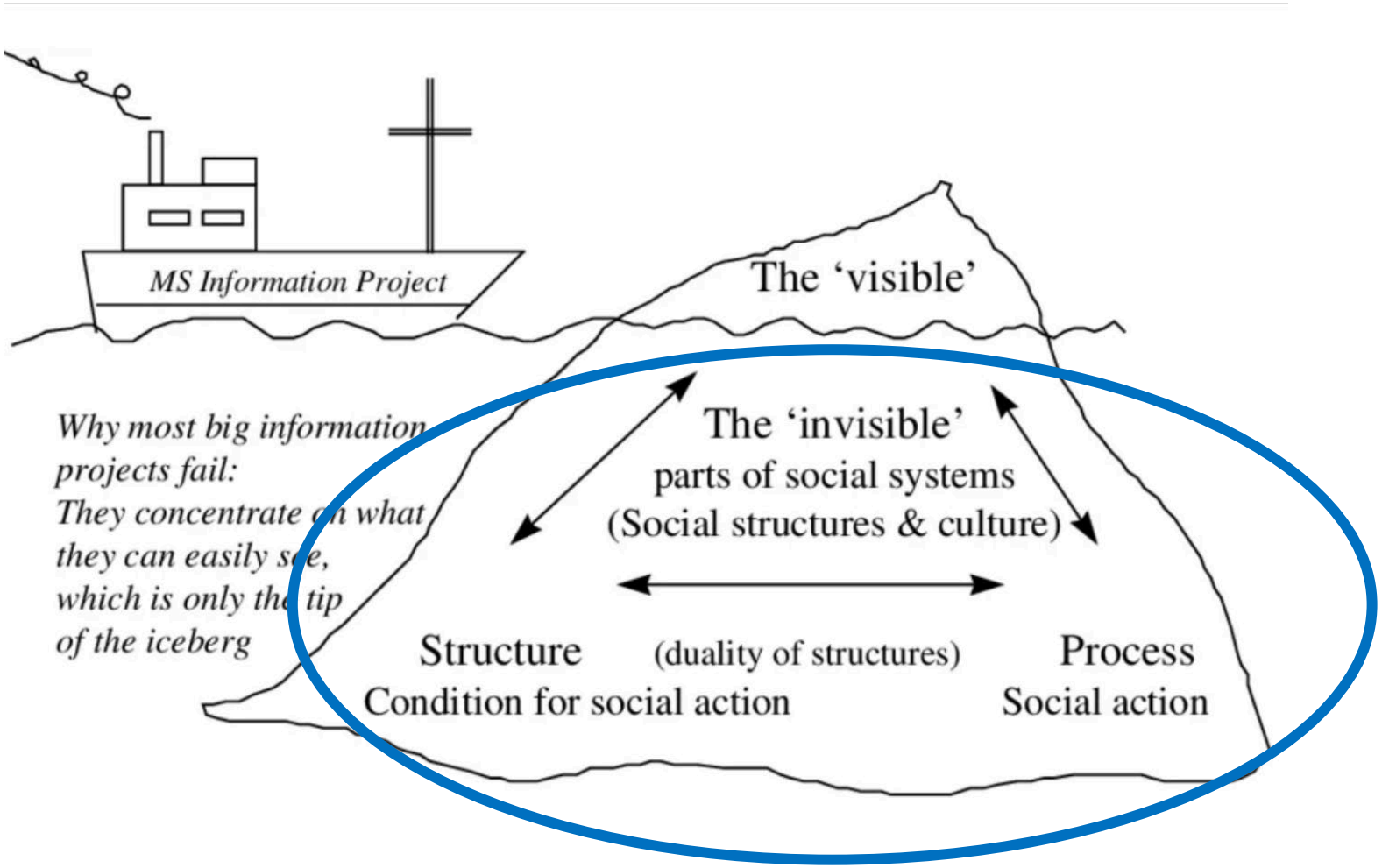
Brokering and Interpreting Evaluation: A Fijian Experience

17 September 2026

Marilyn Vilisoni | Monitoring, Evaluation and Learning (MEL) Consultant




MS Information Project
The 'visible'
Why most big information projects fail:
They concentrate on what they can easily see, which is only the tip of the iceberg
The 'invisible'
parts of social systems
(Social structures & culture)
Structure
Condition for social action
(duality of structures)
Process
Social action



Monitoring and Evaluation Plan for L&D Intervention

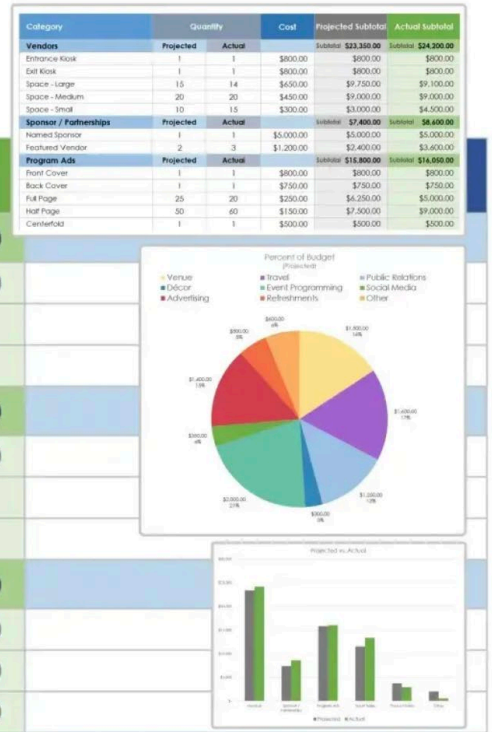
Intervention Title	Division Training-Workshop on the Conduct of Action Research for SDO, CID and SGOD EPSs, PSDSs and Unit/Section Heads
Planned Schedule	April 15-17, 2019
Target Learners (Offices/Units/Positions)	SDO, CID and SGOD EPSs, PSDSs and Unit/Section Heads
Number of Target Learners	50
Financial Requirements	₱410,000.00
Source of Funds	HRD Fund

Level of M&E	Indicators	Methods and Tools	Data Sources	Schedule of M&E	Person/s Responsible
Level 4 Outcome	Utilization of research Results, recommendation and Findings	Monitoring Tool	Research results, findings and recommendations	October 2019-March 2021	EPSs PSDSs Unit Heads
Level 3 Application (Behavior)	Demonstrate knowledge and skills in the conduct of action research	Presentation of research conducted Evaluation tool on research	Terminal report on the research conducted	October 2019 and March 2020	SDS ASDS SEPS on Planning Research
Level 2 Learning	Enhanced knowledge on conducting action research	Assessment of research proposal Research proposal defense	Participants' output	April 17, 2019	Facilitators
Level 1 Learners' Reaction	Degree of satisfaction of participants on the session, facilitators/resource person, program management team, foods and accommodation and delivery	Online Evaluation/ Survey	Participants' evaluation/response on the online evaluation	April 15-17, 2019	QATAME Associate

Source: Philippines-Australia and Human Resource Organisational Development Facility and the Provincial Government of Aklan (n.d.). Provincial Government of Aklan Human Resource Development Manual. Manila, Philippines

Projected Subtotal to Date:	$9,500.00
Actual Subtotal to Date:	$7,830.00

Category		Projected Subtotal	Actual Subtotal
Venue	Subtotals	**$1,500.00**	**$1,200.00**
Location Rental		$1,500.00	$1,200.00
Event Staff			
Equipment Rental			
Travel	Subtotals	**$1,600.00**	**$1,800.00**
Flight / Driving		$1,600.00	$1,800.00
Lodging			
Per Diem			
Public Relations	Subtotals	**$1,250.00**	**$950.00**
Announcements		$400.00	$300.00
Graphics		$600.00	$400.00
Press Releases		$250.00	$250.00










4965




BARK!!!
MEOW!!!
This is going to be a difficult mediation..



HOW TO READ BODY LANGUAGE





EXCITED



CONFIDENT



FRUSTRATED / DEFENSIVE



HAS AN IDEA



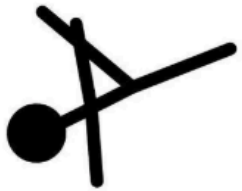
CONFUSED



TIRED



FEELS THE CURRENT STRATEGY IS OUT OF LINE WITH THE LONG TERM OBJECTIVES



FEELS THAT STRUCTURAL CHANGES IN THE ORGANIZATION ARE NEEDED



PRINTER IS LOW ON TONER. PLEASE REPLACE CARTRIDGE

@BITANDBOT




relation or from any
point of view.
Confidence
trusting relationsh
stability, or veracit


CREDIT
INFORMATION
ASSISTANCE
PROMISE
RESPECT
INTEGRITY
VISION
CREDIBILITY
CREDIBILITY
TRUST
AUTHENTIC
SUCCESSFUL
REPUTATION
PLANNING
DISCUSSION


TRUST


HONESTY


be open
minded

HUMILITY

WILLINGNESS TO LEARN FROM OTHERS, ACCEPT FEEDBACK & ADMIT YOUR MISTAKES, WEAKNESSES, AND FAILURES.


interacting
achieving
ADAPTABLE
thinking
working
learning

SOLVEPACIFIC

Thank You
&
Vinaka Vakalevu