

THE LEADERSHIP GROUP

Specializing in Leadership Training & Non-Profit Management Consulting

83 Beechwood Avenue, Trenton, New Jersey 08618

T: (609) 392-4872 F: (609) 393-4651 tlgpodhorin@comcast.net www.leadershipgroup.info

A STEP BY STEP PROCESS TO OUTCOMES

February 20, 2010

Facilitator: Regina Podhorin – The Leadership Group

1. Making the Shift

- Incremental change is best, slow deep change is even better
- The hierarchy of outcomes
- Moving beyond volume – The “So What?” question
 - >>> What viable, real difference do you/can you make?

2. Program Outcomes Require Logic

- Creating a Logic Model is always Step 1 (and easier than you think)
- Linking mission to strategy to outcomes to theory (within resources available)
- Starting at the end – outcomes always define strategy
- Logic Model resources

3. Data Mining

- Becoming a learning community through data
- Telling the story through data
 - >>> What do you already know and how does it influence your work?
- Evidence Based Practices – an increasingly valuable resource

4. Step by Step – Writing & Implementing Program Evaluation

- Keep it simple – Don't fake it
- Keep it honest and objective within your means
- Keep it logical – it must all connect
- Keep it measurable – don't reinvent the wheel
- Evaluate both process and outcomes – it is not all numbers
- Get everyone involved
- The end is too late – start early and evaluate often
- Participant and stakeholder surveys count
- Have a Plan B and know when to use it
- Share your successes and obstacles widely and regularly

5. Putting It All Together – Small Group Exercise

- Describe an outcome & evaluation system that is credible and sustainable for your organization.