

Integrated framework for a performance management system for CGIAR research

An Update

System Management Office

May 2017

Outline of the presentation



- Context and definition (slides 2-4)
- Key elements and status of where we are at (slides 5-6)
- Next steps for the further development (slides 7-8)

Annex: Some details on progress made to-date
(Pre-read: slides 9-27)

Financial and Programmatic Performance

Article 8.1 hh) *lead a consultative process with the ISPC and other System entities for the development of an **integrated framework for a performance management system for CGIAR research that provides feedback on progress and results and contributes to decisions on the allocation of resources***

Performance management ?

Current definition in the CGIAR

The continuous process of setting goals, measuring progress, giving feedback, coaching for improved performance, and rewarding achievement.

From *IEA; January 2015*

“CGIAR STANDARDS FOR INDEPENDENT EXTERNAL EVALUATION”

What is an ... “IFPMS”?



Definition

Framework that provides a consistent approach for **strategic planning, management and reporting** based on **learning and accountability**.

=> This is accomplished by **defining realistic expected results, monitoring and evaluating progress** toward the achievement of expected results, **integrating lessons learned into management decisions and reporting** on performance.

Change the name to:

**CGIAR’s Results-Based Management Framework
(RBM Framework)**

Proposed Elements of the RMB Framework and Progress to date



1. Framework

- Conceptual framework, definitions
- Governance structure
- Roles & responsibilities

=> in prep

=> tbd

=> tbd

2. Monitoring, evaluation and impact assessment

- Plans & standards
- Quality of Research for Development (*working group led by ISPC*)
- Prioritization

=> in prep

=> in prep

=> in prep

Indicators

- Harmonized indicators
- Detailed descriptions and guidance
- Baselines

=> done

=> in prep

=> in prep

Proposed Elements of the RMB Framework and Progress to date



2. Monitoring, evaluation and impact assessment (contd.)

Templates for Planning and Reporting

- Template for Plan of work and budget 2017 (POWB)
- Review, comments and consolidated report on POWBs 2017
- Template for CRP Annual Report
- Template for CRP Portfolio Report

=> done

=> done

=> in prep

=> tbd

3. Learning, adjusting, decision making

- adaptive management standard practices
- plans and tools

=> in prep

=> tbd

4. Interoperable IT system (MARLO)

- ICT supported planning, reporting, evaluation and learning
- Dashboard – Business Intelligence

=> in prep

=> in prep

Development of RBM Framework: next steps



Phase 1 –
Q2 2017

- Creation of a new Task Force on RBM Framework
 - TFI model (co-chair, MEL CoP, Funders, CRP Leaders, ISPC/SPIA, IEA)
 - New ToRs, Communication plan and basic terminology in preparation
- Agreement on the RBM framework and core elements

Q2 17
(contd.)

- Finalize the action plan for the new IFPMS
- Link the Quality of Research for Development (QoR4D) to the results-based Management Framework
- Survey of CGIAR donors - to identify their priorities in terms of performance story

Q2 17
(contd.)

- Consultation, endorsement and finalization of the above components
- Presentation of the action plan and first outputs to Science Leaders (June 12-16)
- Presentation of the action plan to SMB and SC for endorsement

Development of RBM Framework: next steps



Phase 2 –
Q3 17 and Q1
2018

- Development of the elements and tools
- Consultation and endorsement

Phase 3 –
Q2-4 2018

- Implementation with the purpose of learning

Phase 4 –
2019

- Review of implementation and adjust the framework based on lessons