

**GROOVE Learning Network  
Kick-Off Meeting  
August 4-6, 2009**

**Learning Questions  
Draft**

**Learning Question 1 - Staff Capacity Building**

**What are effective means and success factors to increase capacity, knowledge retention and continuous learning for VC development among field, HQ and partners' staff?**

*Sub-Questions:*

**1.1 How to identify and assess the requisite technical knowledge base and competencies for effective VC implementation for field staff?**

**1.2 What are the methods, tools and technologies that enable our organizations to build and continuously improve staff capacity for VC programming? (What are the characteristics of your contexts (organizational or project?)**

**1.3 How can capacity building methods, tools and technologies be adaptable to different contexts? (Both organizational and project)**

**1.4 What measures will inform us of staff's current performance and future potential needs in implementing VC programs in our organization?**

**Learning Question 2 - Monitoring & Evaluation / Assessing & Learning**

**What are the elements of a good M&e system (as part of a larger assessment and learning approach) for value chain development and/or organizational change?**

*Sub-Questions:*

**2.1 What are the processes (M&e) that need to be in place to continually assess our progress toward our desired end state and act on what we have learned?**

**2.2 - How should the M&E system be designed to measure (market and organizational outcomes/impact)? (Where are we going? And how are we getting there?)**

**2.3 - What indicators are most appropriate to measure these (organizational and market concerns?) indicators?**

**2.4 - What methods should be used to gather information on these (organizational and market concerns?) indicators?**

**2.5 - What systems should be used to analyze and apply the knowledge gained through this system for different stakeholders (industry, organization, staff).**