

COURSE BROCHURE

# Evidence-Based Policy Making

Professional Training Course

Skillslab Training Provider

Skills for Tomorrow's World 



## Course Description

### Course Overview

Evidence-Based Policy Making is a comprehensive, knowledge-driven training program designed to strengthen the ability of managers and decision-makers to design, assess, and implement policies grounded in reliable evidence rather than assumptions or intuition. The course explains how data, research, evaluations, and analytical reasoning can be systematically integrated into the policy cycle to improve outcomes, accountability, and public value. Participants gain a clear understanding of how evidence supports policy credibility, effectiveness, and sustainability across public and organizational contexts.

For new and first-time managers, evidence-based approaches are increasingly essential as leadership responsibilities expand beyond operational delivery into planning, evaluation, and strategic decision-making. This program supports leadership training for new managers by clarifying how managers contribute to policy formulation, implementation, and review, even when they are not technical analysts. It strengthens management skills training by enabling participants to ask the right questions, interpret evidence appropriately, and support informed decisions within their teams and organizations.

### Key Outcomes

- By the end of this program, participants will be able to explain the concept and importance of evidence-based policy making.
- By the end of this program, participants will be able to identify different types of evidence used in policy decisions.
- By the end of this program, participants will be able to understand the policy cycle and where evidence is applied.
- By the end of this program, participants will be able to distinguish between data, information, analysis, and evidence.
- By the end of this program, participants will be able to assess the quality and relevance of policy evidence.
- By the end of this program, participants will be able to recognize common biases and limitations in evidence use.

- By the end of this program, participants will be able to promote a culture of learning and accountability in policy processes.

### **Who Should Attend**

- First-time managers in public sector and policy-oriented organizations
- Supervisors and section heads involved in planning or policy implementation
- Team leaders supporting programs, initiatives, or reforms
- High-potential employees preparing for management and leadership roles
- Policy, strategy, and planning professionals
- Monitoring, evaluation, and performance management staff
- Managers in organizations working closely with government or regulators

Prerequisites: No prerequisites are required. A basic understanding of organizational or public sector operations is beneficial.

### **Course Outline by days**

#### **Day 1 Foundations of Evidence-Based Policy Making**

- Evolution of policy making and the shift toward evidence-based approaches
- Why evidence matters for managers and decision-makers
- Overview of the policy cycle and decision points
- Roles and responsibilities of managers in evidence use
- Ethical considerations and transparency in policy decisions

#### **Day 2 Types and Sources of Policy Evidence**

- Administrative data, statistics, and performance information
- Research studies, evaluations, and expert knowledge
- Qualitative versus quantitative evidence
- Strengths and limitations of different evidence sources
- Selecting appropriate evidence for policy questions

#### **Day 3 Analysis, Interpretation, and Critical Thinking**

- Turning data into meaningful policy insights

### **Day 4 Evidence Use in Policy Design and Implementation**

- Integrating evidence into policy design processes
- Supporting evidence-informed recommendations and briefings
- Communicating evidence clearly to leaders and stakeholders
- Evidence use during policy implementation and adjustment
- Managerial leadership in evidence-based discussions

### **Day 5 Monitoring, Evaluation, and Policy Learning**

- Role of monitoring and evaluation in policy improvement
- Using performance information to refine policies
- Learning from successes and failures in policy initiatives
- Institutionalizing evidence-based practices
- Building organizational capability for continuous policy learning

### **Methodology**

The program is delivered through a primarily theoretical and concept-focused methodology aligned with a new manager leadership course and leadership fundamentals course. The training emphasizes structured explanations of evidence-based policy frameworks, decision-making models, and analytical principles, ensuring accessibility for participants without technical research backgrounds. Simplified cases and illustrative examples are used to demonstrate how evidence informs policy choices without relying on complex workshops or advanced analytical exercises.

Interaction is designed as a combination of individual reflection and light group discussions, allowing participants to connect concepts to their managerial roles and organizational contexts. Training materials include structured summary sheets, a comprehensive workbook, simplified templates, and a practical toolkit that can be easily reviewed or adapted using a computer. Optional minimal pre-reading or follow-up clarification sessions may be provided upon request to support leadership development for team leaders and first-time manager training.

### **Assessment & ROI**

measurement of return on investment within the organization may include internal performance indicators, quality of policy decisions, managerial evaluations, and organizational learning metrics defined by the client organization. Internal measurement is managed by the client organization and is outside the scope of our delivery. Optional follow-up support or reinforcement sessions can be arranged upon request to extend management skills training benefits.

### **Instructor Profile**

Instructor assignment depends on the delivery date and city. We work with a global pool of trainers. Please contact us to confirm the most suitable available instructor for this course based on schedule and location.

### **Conclusion**

The Evidence-Based Policy Making program equips new and emerging managers with essential knowledge to support informed, transparent, and accountable policy decisions. As part of leadership training for new managers and supervisor leadership program offerings, this course strengthens critical thinking, analytical awareness, and evidence-informed leadership practices. Organizations are invited to contact us to tailor delivery formats including onsite, online, or blended options and suitable duration choices, with participants receiving a certificate of completion upon successful attendance.

# Contact Us

For registration inquiries, upcoming dates, or group pricing, please contact us:

**Website**

[www.skillslab-training.com](http://www.skillslab-training.com)

**Email**

[info@skillslab-training.com](mailto:info@skillslab-training.com)

**Phone**

+123 456 7890

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[www.skillslab-training.com](http://www.skillslab-training.com) · [info@skillslab-training.com](mailto:info@skillslab-training.com) · +123 456 7890