

Results Based Management (RBM) and Rapid Results Approach (RRA)

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WHAT IS A RESULT?

A Result is a
MEASURABLE CHANGE

- We can train, we can develop systems, we can produce policies but bottom line is the “SO WHAT?”

What is RBM?

RBM IS A TOOL



for MANAGING
PERFORMANCE



to ACHIEVE
REFORMS

RBM SHIFTS
MANAGEMENT FOCUS
in the public sector



FROM bureaucratic
PROCESSES



TO RESULTS

Public sector reforms
SHIFT FROM
bureaucratic
PROCESSES

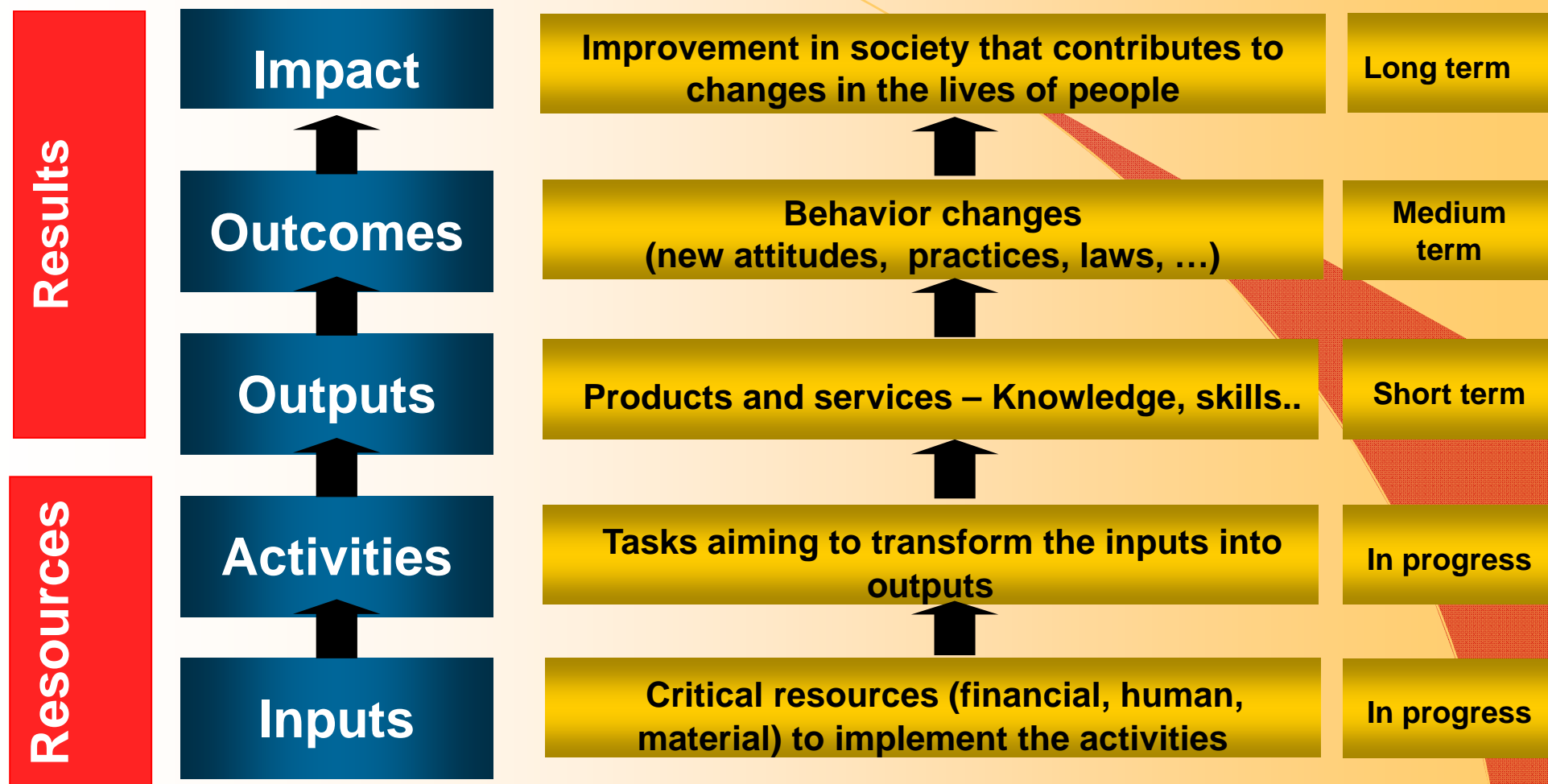


TO RESULTS
ORIENTATION

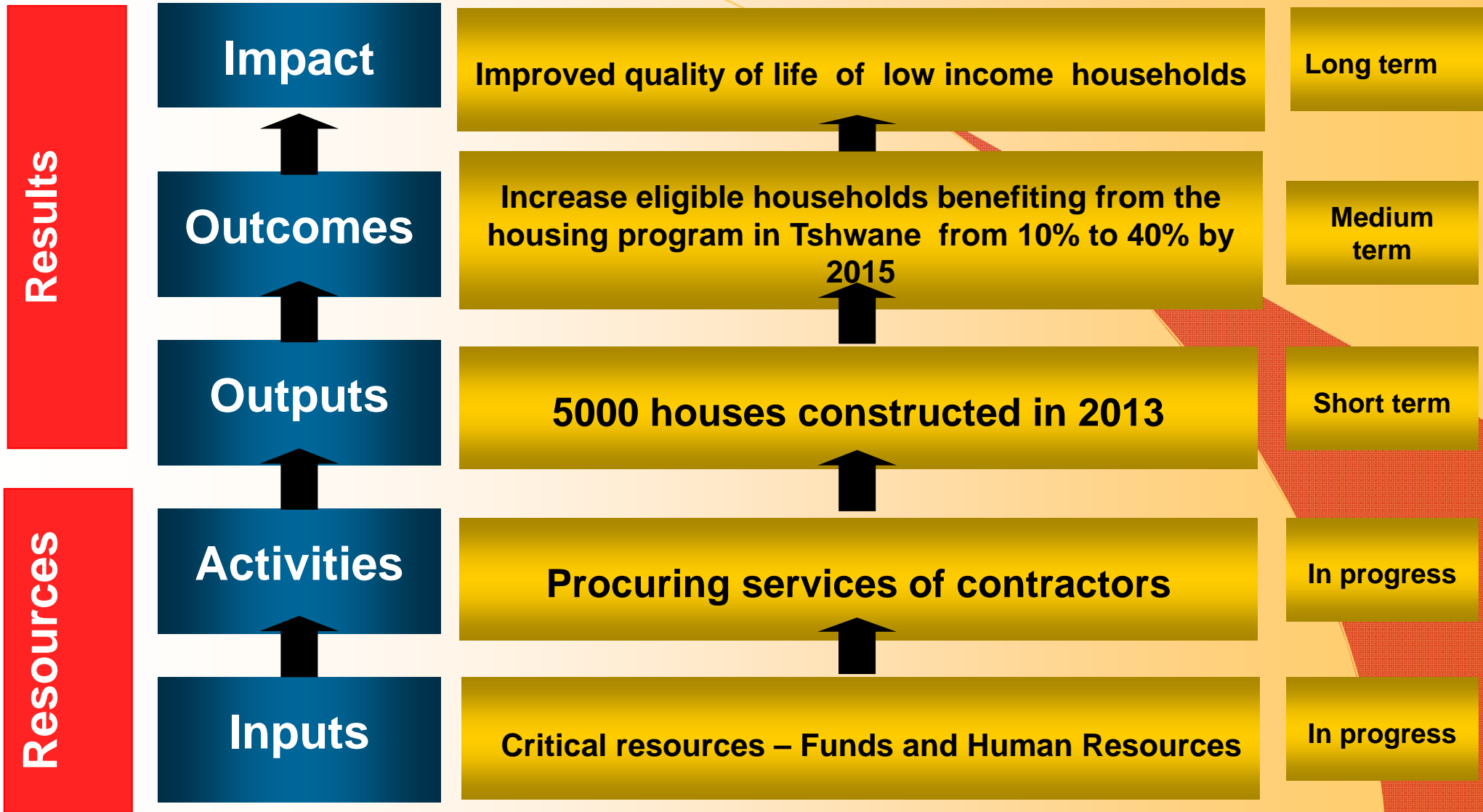


For BETTER
SERVICE DELIVERY
to the public

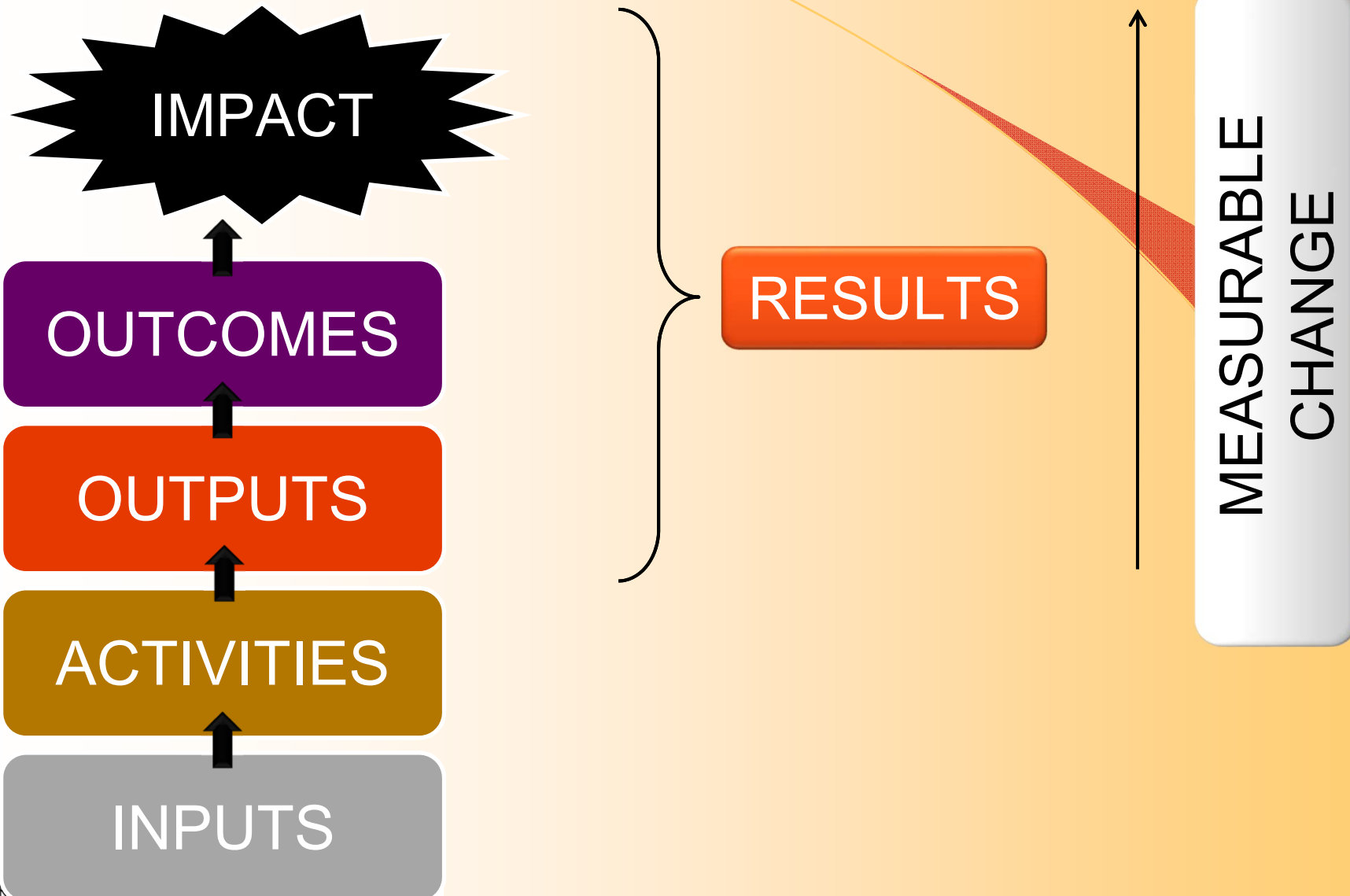
The Results chain



The Results chain



THE RESULTS CHAIN



Key Messages

RBM:

- Improves focus on results instead of activities
- Improves transparency
- Improves accountability
- Improves measurement of program achievements
- Enhances performance culture in an organization

Results attract more funds

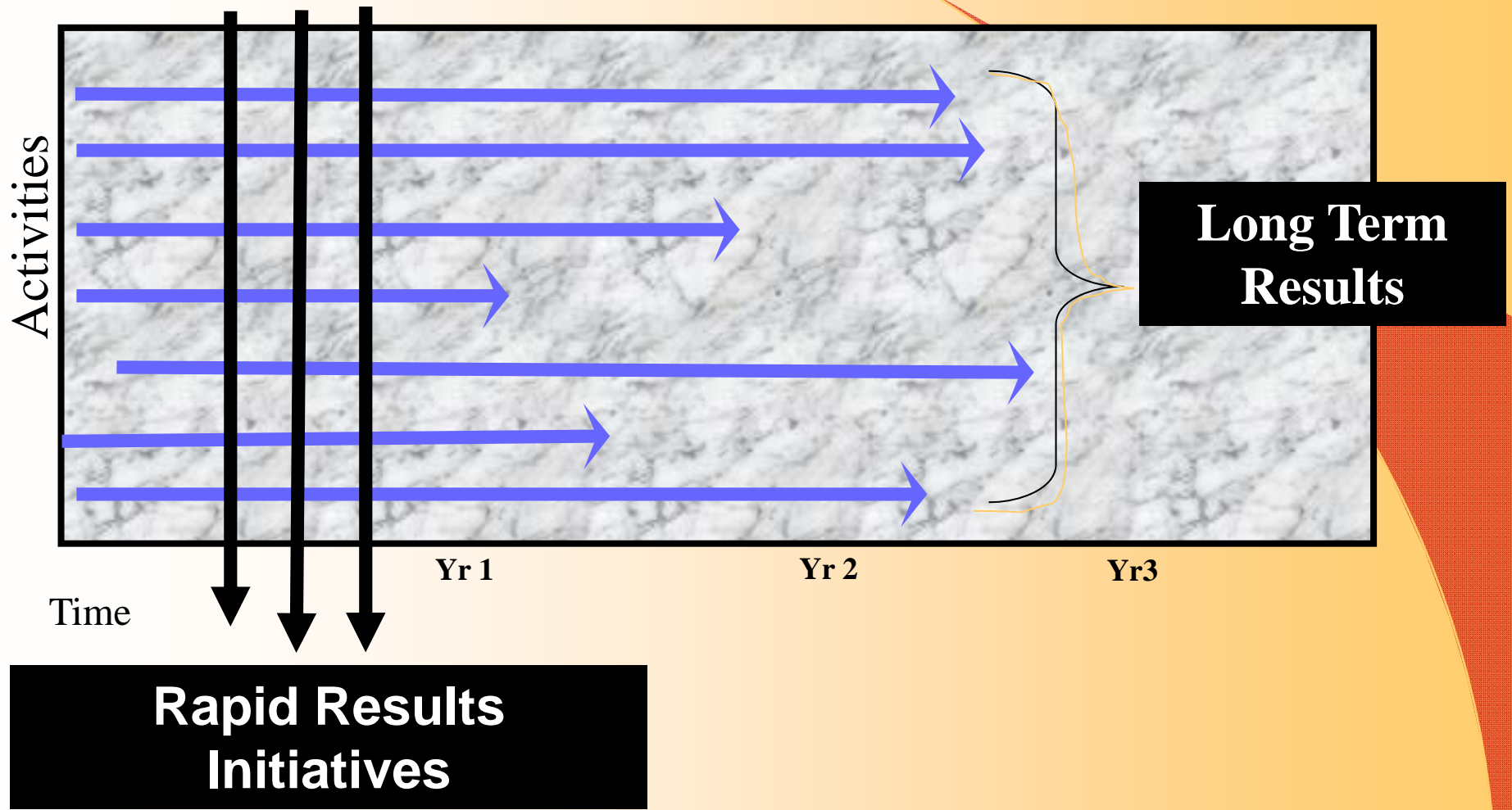
Overview of the Rapid Results Approach [RRA]

What is Rapid Results Approach

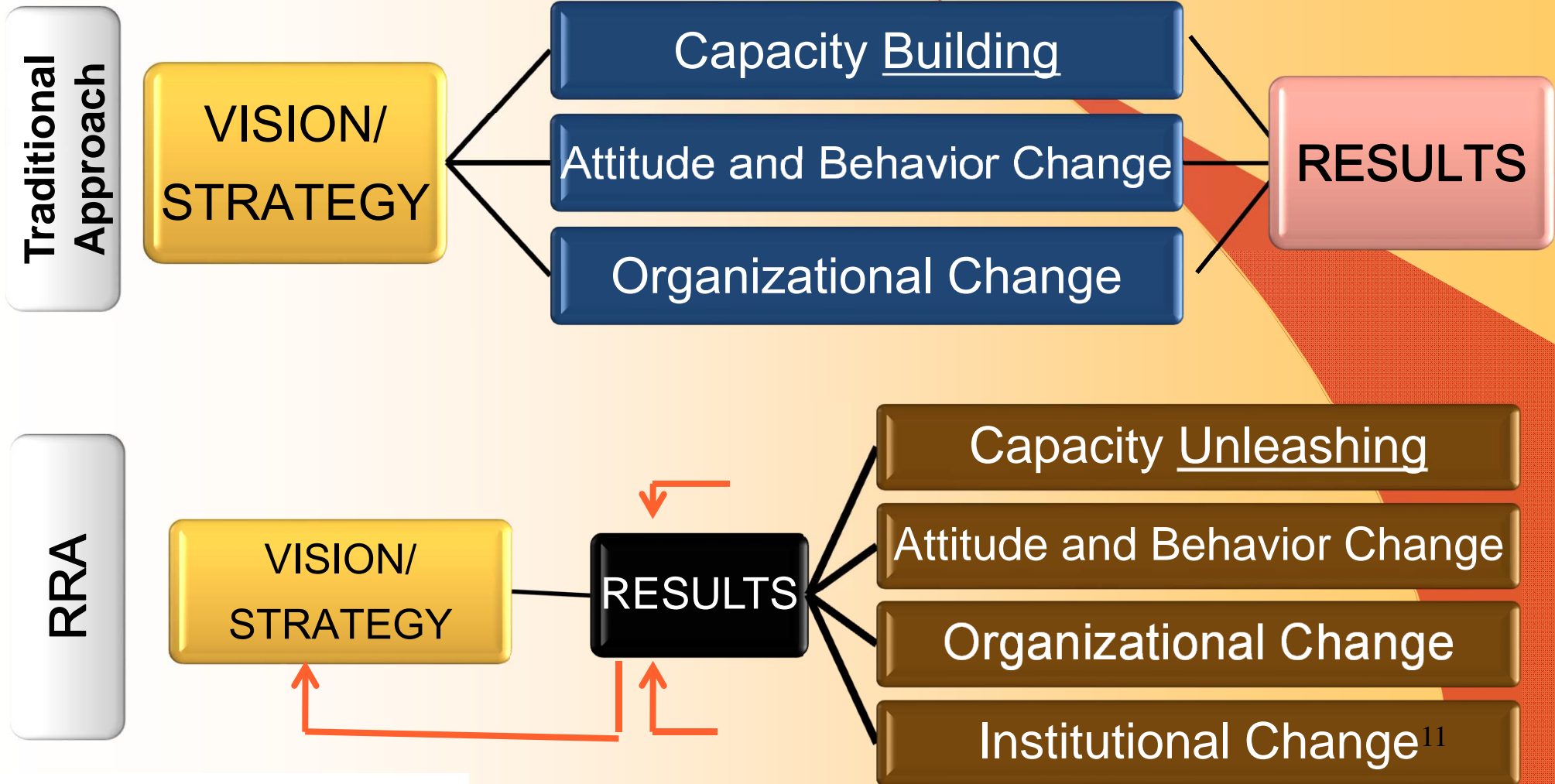
A results-oriented approach which:

- Jump starts **major change** efforts through a series of **small-scale, results producing and momentum building** initiatives
- Promotes results-focused **learning**
- Enhances **implementation** capacity
- Empowers **teams** by achieving ambitious but feasible results – within **90-days**
- Unleashes existing **capacity**
- Commits **leaders**

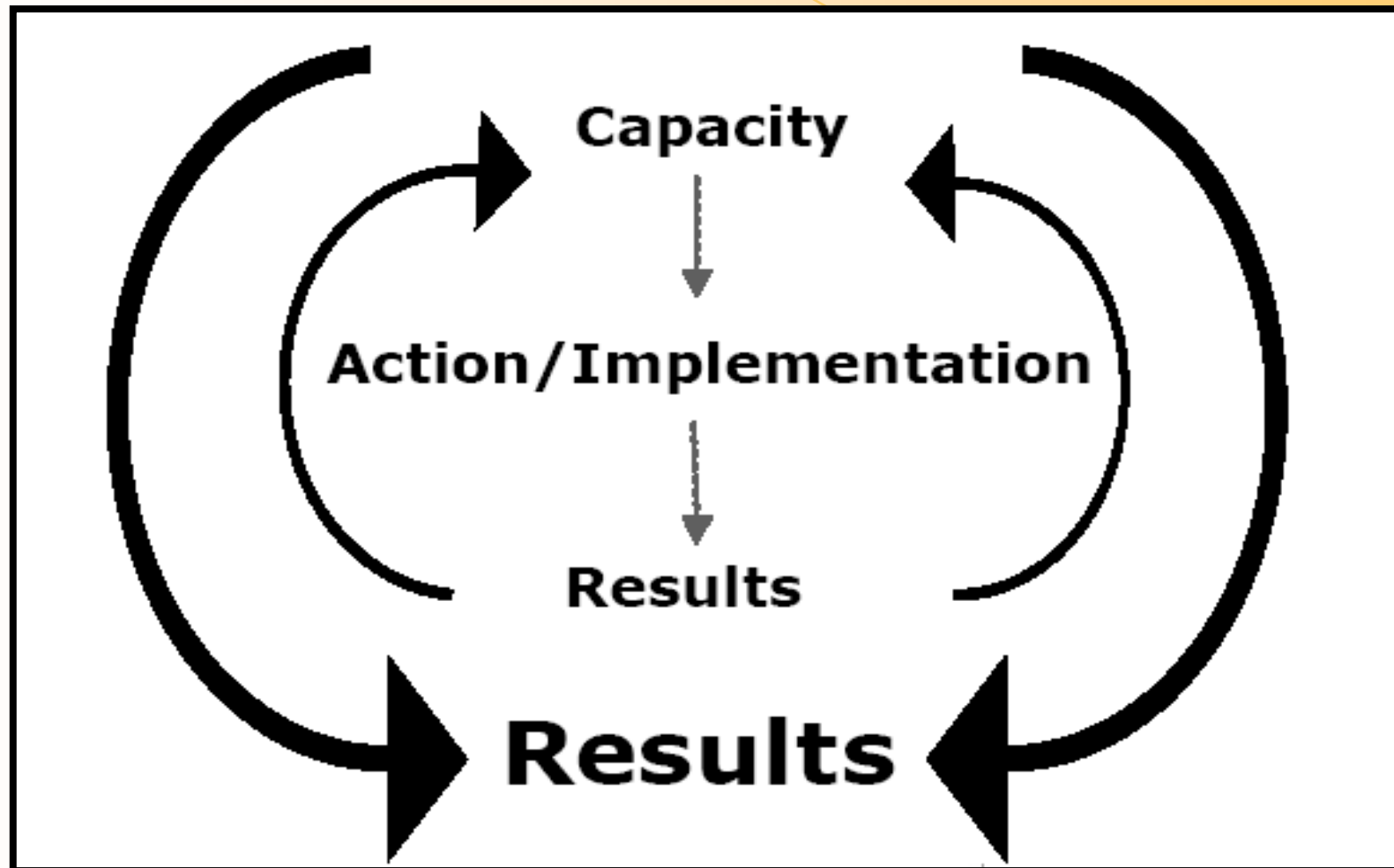
RBM AND RRA – the link



The implementation challenge: Activity-Focused Approach vs. RRA



Capacity...OR Short-Term Results



RRA Experiences in Africa

- Kenya: Public Sector Reform program
- Liberia: Poverty Reduction Strategy
- Indonesia: Public transport

Why RRA Works

- What bring out “group adrenalin”
 - Urgency—dramatic results needed
 - A personal challenge
 - Success is clearly defined, easy to recognize
 - Excitement and novelty
 - People collaborate—a new team spirit
 - People experiment and ignore “red tape”
 - People tap their full energy and creativity

For RRA to work in your metro

- High level political commitment to reform
- Involvement of all relevant stakeholders (private, public and civil society sectors and political parties)
- Enabling environment
- Effective communication internally and externally

Next steps

During the workshop

- Introduce Senior Management Team to detailed process for rolling out Rapid Results Approach
- Focus on challenges in applying RRA in your contexts
- Develop an action plan for introducing Rapid Results Approach (preferably on a prioritised problem)

Beyond the workshop

- Decision to implement Rapid Results Approach
- Sensitization of staff/stakeholders on RRA
- Launch the Rapid Results Approach

Rapid Results Approach

Questions and comments

