

2026 TRAINING CATALOGUE

PARTNER OF



UNIVERSITÉ
LAVAL



 **COMPASS**
INSTITUTE

The COMPASS Institute offers **two types of training in Results-Based Management (RBM)** for institutional clients, designed for their professional and executive staff:

- 1) **Certification programs.**
- 2) **Tailor-made short courses.**

All our trainings are offered in English, French, and Spanish.



CERTIFICATION PROGRAMS

Three levels of Certification programs are offered to institutional clients who may enroll groups of 15 to 35 participants, or even several groups within the same cohort. These programs are structured in a progressive sequence and culminate in an Advanced University Certification in RBM, delivered jointly with our academic partner, University LAVAL, Quebec (Canada). All our programs can be delivered in in-person, virtual, or hybrid formats, depending on the client's preferences.

FOUNDATIONS CERTIFICATION PROGRAMS

(Level 1)

Offered by the COMPASS Institute



SPECIALIZATION CERTIFICATION PROGRAMS

(Level 2)

Offered by the COMPASS Institute



ADVANCED UNIVERSITY CERTIFICATION PROGRAM

(Level 3)

Offered by University LAVAL and the COMPASS Institute

1. The **Foundations Certification programs (Level 1)** provide a solid grounding in the current technical and institutional elements of the five pillars of Results-Based Management (RBM), within a perspective of sustainable development, digital transformation, and the use of artificial intelligence:

- Strategic planning.
- Alignment between planning and budgeting, and results-based budgeting.
- Public financial management and public procurement.
- Program and project management and monitoring.
- Evaluation and accountability.

Participants must hold a bachelor's degree (or equivalent) and have at least one year of experience in public sector management to be admitted to these programs.

The standard duration is 40 hours, delivered over 5 to 6 days depending on the desired intensity. Participants must obtain a minimum score of 60% on group assignments and the final exam to earn a Foundations Certification in a specific RBM pillar. Obtaining a Foundations Certification in RBM (Level 1) from the COMPASS Institute requires the successful completion of three (3) Foundations programs, each focused on a chosen RBM pillar, for a total of 120 hours. The schedule of the three programs is defined jointly with the client and may be delivered over three consecutive weeks or extended over a longer period, for example, with one program per month. As part of a large-scale training program, the COMPASS Institute can organize, according to the client's needs, several parallel groups of 30 participants—for example, 7 groups for a total of 210 participants in the same cohort.

2. The **Specialization Certification programs (Level 2)** provide participants with up-to-date approaches and tools across a range of RBM topics, as well as examples of best practices drawn from over fifty countries where the COMPASS team has worked. They also include exercises and case studies tailored to the participants' sectors and contexts. Participants must have successfully completed Level 1 to be admitted to these programs.

The standard duration is 40 hours, delivered over 5 to 6 days depending on the desired intensity. Participants must obtain a minimum score of 60% on individual exercises, group assignments, and the final assessment to earn a Specialization Certification in a specific RBM topic from the COMPASS Institute. As part of a large-scale training program, the COMPASS Institute can organize, according to the client's needs, several parallel groups of 30 participants each, across different areas of specialization—for example, three groups on the same topic and three groups on different topics, for a total of 180 participants within the same cohort.

The areas of specialization are as follows:

- **RBM Cycle and Planning**

- Modernization of public management and RBM.
- Foresight tools.
- Medium-term projections.
- Strategic planning.
- Operational planning.
- Local planning.
- Plan–Budget alignment.
- Investment–Budget alignment.
- Performance measurement framework for a strategic plan.

- **Results-Based Budgeting**

- Formulation of results-based budget programs.
- Budgeting of results-based budget programs.
- Implementation and monitoring of results-based budget programs.
- Control and evaluation of results-based budget programs.

- **Public Financial Management and Public Procurement**

- Organization of sustainable public procurement.
- Management of the procurement process and information systems.
- Monitoring, evaluation, control, and audit of sustainable public procurement.
- Internal control and audit of public finances.
- External control and audit of public finances.
- International standards for control and audit of public finances.

- **Public Investment Project Management and Public-Private Partnerships**

- Formulation and ex ante evaluation of public investment projects from a sustainable development perspective.
- Cost-benefit and cost-effectiveness analysis of projects and programs.
- Management and monitoring of public investment projects and information systems.
- Ex post evaluation of public investment projects.
- Design of public-private partnerships (PPPs) from a sustainable development perspective.
- Evaluation and selection of public-private partnerships (PPPs) from a sustainable development perspective.
- Management and monitoring of public-private partnerships (PPPs) from a sustainable development perspective.

- **Monitoring & Evaluation, Data Analysis, and Artificial Intelligence**

- Development of relevant performance indicators.
- Data quality review.
- Design of dashboards and real-time monitoring systems.
- Preparation and use of performance reports.
- Monitoring and evaluation of the performance of a strategic plan.
- Evaluation of public spending quality.
- Accountability and transparency.
- Open government and citizen participation.
- Digital transformation for improved public sector management.
- Use of artificial intelligence in public sector management.

3. The **Advanced University Certification Program (Level 3)** is offered jointly by University LAVAL (Canada) and the COMPASS Institute. It is intended for managers and professionals who are expected to act as champions in implementing reforms related to the adoption of RBM within their institution. Participants must have successfully completed at least one Specialization Certification Program (Level 2) to be admitted to this program. Preference will be given to those who have completed multiple Specialization Certifications.

This program is typically delivered part-time over six weeks, for a total of 80 hours. In a first module of 20 hours, senior experts present remotely the state of knowledge across the different RBM pillars, and participants prepare data collection for their integrative projects. In a second module of 60 hours, participants benefit from lectures and case studies on relevant topics delivered by professors from University LAVAL, senior public officials, and experts from the COMPASS Institute. At the same time, participants complete group work and develop an integrative project applying concepts and methods to their own institution. Participants must achieve a minimum score of 60% on individual exercises, group work, their integrative project, and the final exam to earn an Advanced University Certification awarded by University LAVAL and the COMPASS Institute. As part of a large-scale training program, the COMPASS Institute can organize, according to the client's needs, cohorts of 30 to 60 participants for this program.

Enrollment in all Certification programs is carried out through institutional clients, typically involving groups of 15 to 35 participants. This approach ensures the development of a critical mass of managers and professionals within a given institution, fosters group dynamics, and optimizes unit costs by spreading the fixed costs associated with mobilizing high-level international experts.

Finally, the COMPASS Institute may recognize prior training received by certain participants to grant equivalencies for some modules of the Level 1 and Level 2 Certification programs. This is done through a short refresher program validated by a knowledge assessment test and/or complementary work to meet the current requirements of these programs.

A recent example:

Massive training in Results-Based Budgeting and Management, offered by the COMPASS Institute and the University LAVAL in Panama with funding from the National Government of Panama and UNDP.



TAILOR-MADE SHORT TRAINING COURSES

These customized continuing education programs are organized for a group of participants at the request of an institutional client on current RBM topics. The modalities are flexible and discussed with the client, including group size (between 10 and 100 participants), duration (between 3 and 30 hours), location, dates, and delivery format (in-person, remote, or hybrid). Participants receive a certificate of participation. Examples of possible topics are presented below.

STRATEGIC PLANNING AND RBM CYCLE

Foresight tools.
Medium-term projections.
Alignment strategic planning - operational planning.
Results chain, Theory of Change, and logical framework.
Alignment plan - budget.
Alignment investment - budget.
Risks in a development plan and risk management strategies.
Engagement of stakeholders and co-design of public policies.
Use of artificial intelligence for strategic and operational planning

RESULTS-BASED BUDGETING, PUBLIC FINANCIAL MANAGEMENT AND PUBLIC PROCUREMENT

Implementation of Performance-Informed Budgeting (PIB).
Analysis of Public Finance for Children (PF4C).
Mobilization and forecasting of revenues.
Tax policy for emerging sectors: energy, ICT, financial sector, e-commerce.
Active cash management.
Decentralization of budget management.
Formulation and implementation of a strategic framework for public financial management reform.
Improvement of local public finance management.
Public finances for SDGs.
Private capital for SDGs.
Monitoring of funding and results of SDG-related programs.
Prevention and management of disputes and litigation in public procurement.
Management of risks and anti-competitive practices, and quality approach in public procurement.
Improvement of information systems for public financial management.
Management of digital transformation in public financial management.
Use of artificial intelligence for public financial management.

PUBLIC INVESTMENT MANAGEMENT AND PUBLIC-PRIVATE PARTNERSHIPS

Project formulation and ex ante evaluation for sustainable development.
Project management and monitoring for sustainable development.
Ex post evaluation of projects for sustainable development.
Project management and evaluation using COSTAB and FARMOD software.
Use of a Geographic Information System for managing a project portfolio.
Project logical framework and Theory of Change for sustainable development.
Business plan for microprojects and income-generating activities.
Project sensitivity, risk, and uncertainty analysis for sustainable development.
Design of Public-Private Partnerships (PPP) for sustainable development.
Evaluation and selection of Public-Private Partnerships (PPP) for sustainable development.
Management and monitoring Public-Private Partnerships (PPP) for sustainable development.
Improvement of information systems for public investment management.
Use of artificial intelligence for public investment management.

MONITORING AND EVALUATION, DATA ANALYSIS AND ARTIFICIAL INTELLIGENCE

Performance and results indicators for sustainable development.
Integration of social dimensions (poverty, inequality, gender) into indicator design.
Efficient methods for evidence-based data collection.
Data Quality Reviews (DQR).
STATA for survey data analysis.
Dashboard for real-time monitoring.
Analysis of performance and results indicators and use of business intelligence (BI).
Yearly Performance Report.
Evaluation of the quality of public spending.
Rapid Problem-Solving Evaluations.
Knowledge Management System.
Accountability, transparency, and citizen participation.
Open government and citizen participation.
Improvement of information systems for monitoring and evaluation.
Use of artificial intelligence for monitoring and evaluation.

EXECUTIVE MANAGEMENT COMPETENCIES

Development of adaptive leadership.
Strategic management of change.
Development of a results-oriented organizational culture.
Agile approaches in the public sector.
Management of local development.
Leverage digital transformation for improved public sector management.
Use artificial intelligence for improved public sector management.

The COMPASS Institute is also open to discussing additional topics and delivery modalities with interested institutional clients.

Two recent examples:

Certification Program in Policy and Program Evaluation, offered by the National University of Management and COMPASS Institute in Cambodia with funding from the Royal Government of Cambodia and UNICEF.



Project for strengthening national capacities for the preparation of the National Development Plan in Gabon with funding from the Government of Gabon and UNICEF.



CONTACT US



French-speaking countries

OUAGADOUGOU, BURKINA FASO

(+226) 70 64 18 78

WhatsApp/Telegram

Honorat.Zodjhoue@InstitutCompass.org



English-speaking countries and global partnerships

MIAMI, USA

(+1) 305 903 0177

WhatsApp/Telegram

Ana.Fernandez@InstitutCompass.org



Spanish- and Portuguese-speaking countries

BOGOTA, COLOMBIA

(+57) 315 77 20 605

WhatsApp/Telegram

Andres.Jimenez@InstitutCompass.org



institutcompass.org



linkedin.com/company/institut-compass



Headquarters

QUEBEC, CANADA

100-3175 chemin Quatre-Bourgeois

Québec (Québec), Canada G1W 2K7

(+1) 418 265 7441

WhatsApp/Telegram

info@InstitutCompass.org

