

# Building a new narrative for monitoring

- a workshop to strengthen peace and human rights work -

## The background

In the past ten years, various new tools and approaches have been developed for monitoring our work in the sphere of conflict transformation and human rights, primarily in order to provide frameworks with a focus on qualitative changes. They allow us to design and set up monitoring systems for a continuous analysis of the unfolding of our work. Accordingly, we are able to follow our assumed contribution to the intended change process: our impact.

However, in the midst of our work on the ground, the time we invest in monitoring often falls short in the face of daily realities. We arrive with an ambitious mission and a detailed implementation plan and feel like we can do anything. It all looks good on paper, we have a clear goal and the monitoring system in place. Then reality takes over with an overcrowded agenda, complex dynamics, time delays, ... and we feel an increasing pressure to 'do things': visible, tangible things like workshops, trainings, advocacy, accompaniments, meetings... Things we love and are skilled to do. This is what we came for.

So we end up having no resources left for monitoring. But it is possible to change this. By changing our narrative.



## The narrative approach and why we use it

We are narrative beings: humans think, act and feel in stories. While this is something very natural to assume, cognitive models based on narratives have not been in focus for long. Today they are increasingly present in fields such as organisational development, psychosocial support and societal transformation: we apply them to monitoring.

Based on this approach we can understand that the way we 'do' monitoring depends on the story we tell ourselves about it. And if we want to change how we 'do' it, we have to change the story.

As experienced practitioners of conflict transformation and human rights work, we believe that monitoring needs to be newly told. It needs a new narrative, so that we will think and feel about it differently – and therefore do it in a different way: as an integral part that will allow us to learn and grow consistently and strengthen our work. And we invite you to join us.



## What to expect from this workshop

The three-day workshop, will take you on a narrative journey. By focussing on key aspects including enthusiasm, learning, growing (stronger), and time, the journey will start by discovering your past and current stories about monitoring and subsequently take you to the creation of a future narrative that encompasses the changes you want to see. Through a mixture of methods, allowing you to work on- and offline, you will interact with your and the group's experience and move through this narrative change process in a playful as much as analytical way. As you leave you will know what your future monitoring will look like and be ready to start setting it up.

The workshop is designed to work with a maximum of 12 participants, to ensure highly participatory and tailored learning. It will combine synchronous and asynchronous sessions through pre-recorded input, individual and small group work, peer learning, structured plenary discussions and presentations, narrative circles and reflective elements. We will use methodologies speaking to different senses and experiences.

We intend to allow you to work as flexibly as possible. Specific arrangements regarding the timing will be agreed upon and confirmed with the group once registration has closed. While we will try to accommodate your needs and adjust session times to take into account different time zones, some flexibility might be required.

This workshop is the first in a series on 'Rethinking monitoring' and will be followed by additional formats on narrative methods and practice.

### About us

**Kerstin Gollembiewski** is a peace and conflict consultant who has been working in the sphere of conflict transformation and human rights for more than 15 years. While she has been focusing more and more on the accompaniment of PM&E processes, she started to learn about the narrative approach and to integrate it in her work around societal change at home and abroad. After ten years in Rwanda and the Occupied Palestinian Territories she is currently living in Hamburg.

**Gesa Bent** is advisor, facilitator and trainer on gender-sensitive planning, monitoring and evaluation in the peacebuilding field. She works with activists, civil society organisations, political foundations, women\*s movements and networks. In her practice, she facilitates participatory processes for learning & exchange and accompanies people in building strategies for social change and long-term impact. She works internationally and lives in the Wendland region in Germany.

### Workshop information:

- Time and duration of workshop:  
**15th - 18th of February 2022**
- Closing date for registration:  
**14th of January 2022**
- Expected workload: three full days (divided over four days depending on time zones) of synchronous and asynchronous sessions including individual and group exercises
- Place: online
- Language: English
- Fee: 1250 Euro  
Self-funded participants with limited financial means can contact us for the possibility of a reduced participants fee.
- Participants: This workshop is right for you if you are practicing or overseeing monitoring in the field of conflict transformation, human rights, or other fields of social change.

For more information and to register, please send an email to:

**[rethinkingmonitoring@posteo.de](mailto:rethinkingmonitoring@posteo.de)**

