

Food for Thought, Lunchtime Talk series

Wednesdays, 12.30 – 14.30pm @ The Tavistock Institute

The Dynamics of Evaluation

dy·nam·ics... noun The motivating or driving forces that produce activity and change in any system

e·val·u·a·tion... noun The process of determining the merit, worth or value of things.
The application of scientific methods to assess the design, implementation, improvement or outcomes of a programme or policy

You are warmly invited to join us in a series of dialogues at which evaluators will be exploring, with others involved in the study of dynamics in groups and organisations, how evaluation can best contribute to learning and change.

Each dialogue will begin with a short presentation from Institute staff followed by small and large group discussion, around a series of questions arising from challenges evaluators often face in the field.



20 May	Evaluation as Reflective Practice:	How can we make best use of our personal experience, alongside evaluation skills, to support learning and change?
15 July	A System Psychodynamic Perspective:	How can we increase understanding of, and work effectively with, underlying dynamics in operation in evaluation activities?
16 September	Handling Complexity:	How can a better understanding of complexity help us navigate the uncertainties and paradoxes encountered during an evaluation?
2 December	Communicating Results:	How can a clearer appreciation of dynamics – and politics – of communication help ensure that evaluation findings are better used?

Book in advance as places are limited – contact talks@tavinstitute.org if you would like further details about each dialogue and/or you plan to attend

What these lunchtime dialogues are about

Since the early 1980's the Tavistock Institute has contributed to the development of evaluation practice, with this work being influenced, from the start, by learning from other areas of Institute work: action research, OD, group relations and system psychodynamic theory and practice.

These dialogues provide a chance to reflect on this experience with others and examine some of the challenges that face the evaluator – and those being evaluated, today. The outcomes of these discussions will be made available on the Institute's website, and contribute to plans for a new professional development programme for experienced evaluators.



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Many of the Institute's evaluation and consultancy team will be contributing to these dialogues, but we note in particular the following:

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Dione Hills and **Kerstin Junge** (Principal Researchers / Consultants) together bring many years experience of designing and implementing evaluations in a wide range of sectors
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Camilla Child (Principal Researcher / Consultant) brings many years experience in research, OD and coaching to the dialogue on 'evaluation as reflective practice' on 20 May
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Mannie Sher (Principal Researcher / Consultant) contributes his experience in the field of system psychodynamics and Group Relations to the dialogue on 15 July
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Eliat Aram (Chief Executive Officer) contributes her experience of consultancy and research using complexity theory and practice to the dialogue on 16 September
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Frances Abraham (Principal Researcher / Consultant) contributes her extensive experience in the action research and consulting fields to the dialogue on 2 December
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Other 'Dynamics of Evaluation' team members contributing to the events are: **Laura Stock** (Researcher/Consultant), **Juliet Scott** (Business Development and External Relationship Manager) and **Rachel Kelly** (Professional Development Coordinator)