

Mismatch Defined:
*Matching Program
Effectiveness with Individual
Motivations*

Ashley's Group

Matching Program Effectiveness with Individual Motivations

- Mismatch between donors', governments' or implementers' priorities and programs/needs on the ground (tradeoffs between values)
- Mismatch between those designing and those implementing the program
- Issues surrounding who is interpreting the need and providing information to funders or project designers/implementers
- Misaligned expectations and incentives for performance (metrics)
- The challenge of balancing many different motivations (even for doing the same program)
- Absence of community voices in the program planning process

(Continued...)

- Lack of planning around sustainability or maintenance of programs
- Defining motivations of key players early on and understanding why certain parties are not involved
- How the nature of the “good” to be delivered affects the delivery mechanism—mismatch here...
- Lack of appreciation for (or lack of willingness to acknowledge) pace of change on the ground

Ellen's Group

Program effectiveness: matches and mismatches

Mismatches

- Program accountability: Accountable to funders rather than to people on the ground
- Sustainability and staff turnover: Can we create systems that acknowledge that high-turnover structure while also developing institutional memory
- What is “aspirational”? Often a mismatch between clients’ vision and implementers’ vision
- Small incremental progress vs. glamorous “magic-bullet” solutions
- Messaging: mismatch between the narrative and the facts
- Mismatches often occur when there’s a lack of humility: sensitivity to context
- Mismatch between current metrics and actual impact: do our metrics measure what is truly important?

Other considerations and possible matches

- Government can be a match or a mismatch, but government engagement is always critical
- Iterative learning: Can we incorporate learning throughout projects?