



Southern Hemisphere

SUPPORTING MEANINGFUL CHANGE

Making lemonade from lemons - Mastering remote work and innovation during Covid-19

Newsletter: Last quarter 2020

We have embarked on a new strategic direction, we wanted to refocus our energy from working for the business, to working on the business. As we celebrate our 20th anniversary, we want to ensure that we offer the smartest and most inspired services to our clients who are working tirelessly to create meaningful change.

This required thinking differently about our priorities. We had been having many strategic conversations and fantastic business coaching with Simon Bold, and had engaged our team in active leadership. This preparation enabled our team to pivot fast to adapt to the new world order that was Covid-19. Together with our partners and awesome clients, we have achieved so much. We have to admit, at first, we were afraid, but then we recommitted to our vision, upskilled, ignited our passion, reached out to our clients and made it happen. We are pleased to share the results with you in this newsletter.

During this period, we have transformed our evaluation practice into a remote, yet still participatory and empowering, evaluation experience.



In this [video](#), Dena Lomofsky and Simon Hearn share their experiences and concerns with Enrique Mendizabal about adapting evaluation practices during a crisis.

We have conducted the following evaluations in lock-down. Many of these evaluations have been collaborative.

An evaluation of the Eastern Africa Health Policy and Research Organization, that is supporting evidence informed policy making in 6 countries in Africa, with 13 research teams working on Maternal and Child Health concerns.

An evaluation of the Frontline AIDS project on LGBTI rights in Uganda. The project was supported by the Elton John Aids Foundation.

A multi-country, multi-sectoral, mixed-method evaluation of the Light For The World 5-year Country Strategies in Burkina Faso, Mozambique and Ethiopia. Light for the World seeks to empower and drive the development of persons with disabilities.

A collaborative landscape scan and qualitative evaluation of the Hewlett Foundation's multi-country project - Transparency, Participation and Accountability, in collaboration with OTT Consulting

Southern Hemisphere Training - Skills for development practice

Our training department has also been busy. We ran 15 online courses, and we are now able to offer these courses to you (in-house), or see our calendar for public courses below or online.

- Webinar series – skills for development practice
- Designing and managing evaluations (online training) for the Gauteng Growth and Development Agency
- Theory of change, a step-by-step process – for the South African Monitoring and Evaluation Association Workshop Series (October 2020)
- Participatory Virtual Facilitation Skills
- Producer training for participatory virtual events
- Outcomes harvesting for the Immunisation Advocacy Initiative (June 2020)
- Design, monitoring, evaluation and learning for development projects (17 August – Friday, 25 September)

We also helped our clients to be more effective in the virtual spaces by offering training in, and the facilitation of Virtual events.



Find out about how your organization can have more engaging meetings and workshops in the online space by attending these courses on [Participatory Virtual Facilitation](#) and [Producing Virtual Events](#), which have been offered together with our partner, Orla Cronin Research

We have facilitated a number of virtual processes, including helping Innovation Edge to plan for their Covid-19 [Rapid Response Fund](#) for Early Childhood Development (this we did pro-bono as part of our own Covid support to clients

We have Redesigned our flagship training courses for a great online learning experience.

Our first [DMEL online course](#) ran in July and August and was attended by 20 people

📅 Training Calendar for 2021

Course Title	Dates	Location
Theory of Change	1-12 March (2 weeks)	Online
Programme Design, Monitoring, Evaluation and Learning	3 May – 11 June (6 weeks)	Online
Designing and Managing Evaluation	16 -27 August (2 weeks)	Online
Introduction to Facilitating & Producing Participatory Virtual Events	End Feb	Online
	21 April	
	28 July	
Programme Design, Monitoring, Evaluation and Learning	18-22 October	CPT

“Southern Hemisphere's virtual facilitation skills and producer training were lively, engaging and expertly delivered in a relaxed, friendly style that made them really enjoyable that provided a great model of how to facilitate in a relaxed yet professional style, The two sessions helped me recognise

which of my existing practices were good to keep while also providing a rich resource of ideas on how to think through, prepare for and deliver engaging and productive events online, I've been using what I learnt almost every week, particularly for facilitating participatory evaluations and delivering training in Outcome Harvesting: www.outcomeharvesting.training." - Richard Smith

Resources



We have also used this time to share our lessons:

We have produced a [sector brief](#), and two articles about learning facilitation – one has been published in the [African Evaluation Journal](#) Special Edition, and the user-friendly version is on the [Comic Relief website](#). We also produced a [toolkit](#) for working with girls and young women who are gang affected, based on the work of the Comic Relief grantees.

More sharing, because sharing is caring

We hosted a conference session on organisational learning and adaptive management for resilient organisations – and how to do all this remotely at the 2nd OTT conference. Here is a [presentation](#) that Dena Lomofsky (Southern Hemisphere) and Claire Luzia Leifert (German Council on Foreign Relations – DGAP), offered together for the OTT virtual conference.

As part of our 20th anniversary celebrations, we are also hosting a Community of Practice on Monitoring, Evaluation and Learning (MEL) for think tanks with OTT and DGAP. To find out more about how to join this COP, contact stephan@southernhemisphere.co.za

POD Casting

Our 20th Anniversary has also inspired us to develop a pod-cast series as a way to share our experience and give voice to our team and our clients. Listen to our first two podcasts here.

Young Emerging Evaluators: <https://soundcloud.com/user-747862124/sh-young-emerging-evaluators>

Outcome Harvesting: <https://soundcloud.com/user-747862124/outcome-harvesting-creating-quality-case-studies>

Growing our Talent



In 2020 we have invested in capacity building for our team, in technical skills and leadership skills, as we encourage a high performing team. We must say, we are thrilled with our now 16 strong team. We would like to welcome Elena Mancebo as the newest member of our team. She is contributing as a senior consultant at Southern Hemisphere.

It has certainly been a productive year, and full of innovation. We managed to have fun, even though not as much fun as usual, and we are looking forward to new inspiration in 2021.

We recognise that Covid-19 has been extremely challenging for many, and we hope to be able to provide meaningful support going forward.

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