



**African Population and
Health Research Center**
Transforming lives in Africa through research.

APHRC Knowledge Fair Feedback Report

Measurement Evaluation and Learning Unit

Enhancing Knowledge Sharing, Learning and Adaptation

2025



Table of Contents

1.0: Introduction	3
2.0: Overall Session Findings.....	3
2.1: Reviewers Feedback	3
2.1.1 Reviewers Overall Score on Practices	3
2.2: Analysis of Participants Feedback.....	6
2.2.1 Usefulness of the Practices for APHRC Work	6
2.2.2 Clarity on Practices	6
2.2.3: Replication across Units and Projects.....	7
2.3: Participants Summary Feedback on the Showcased Practices	8
2.3.1: General Perception	8
2.3.2: Innovation and Usefulness	8
2.3.3: Key Strengths Identified.....	8
2.3.4: Applicability and Adoption	8
2.3.5: Opportunities for Improvement	9
2.3.6: Learning, Collaboration, and Engagement	9
2.3.7: Sustainability and Strategic Integration	9
3.0: Actionable Next Steps.....	9
4.0: Conclusion.....	10



1.0: Introduction

APHRC held its inaugural 2025 Knowledge Fair under the theme '*Enhancing knowledge sharing, learning and adaptation.*' The event provided a platform for teams across the Center to showcase innovative practices, share lessons, and identify opportunities for replication and enhanced adaptation. The Fair demonstrated APHRC's growing culture of learning and knowledge sharing, aligning with its commitment to evidence-informed decision-making. Feedback collected from participants will offer valuable insights to inform the institutionalization of best practices across the Center. Summary feedback is as represented below:

- Over 90% of feedback entries described the showcased practices as great, innovative, or excellent.
- Approximately 70% of respondents emphasized the potential for replication or scale-up within the Center.
- Around 30% highlighted the importance of building capacity and integrating new practices with existing systems.
- Feedback reflected strong enthusiasm for continued knowledge fairs and learning exchanges across themes and units.

2.0: Overall Session Findings

This section will provide feedback from the reviewers and participants on the showcased practices.

2.1: Reviewers Feedback

This section summarizes the reviewers' feedback in terms of overall scoring and general feedback of the presented practices.

2.1.1 Reviewers Overall Score on Practices

The presenters were assessed based on the practice clarity, how it works, demonstrated success and potentials for replication. The overall scores for each practice are as highlighted in **Figure 2.1**.

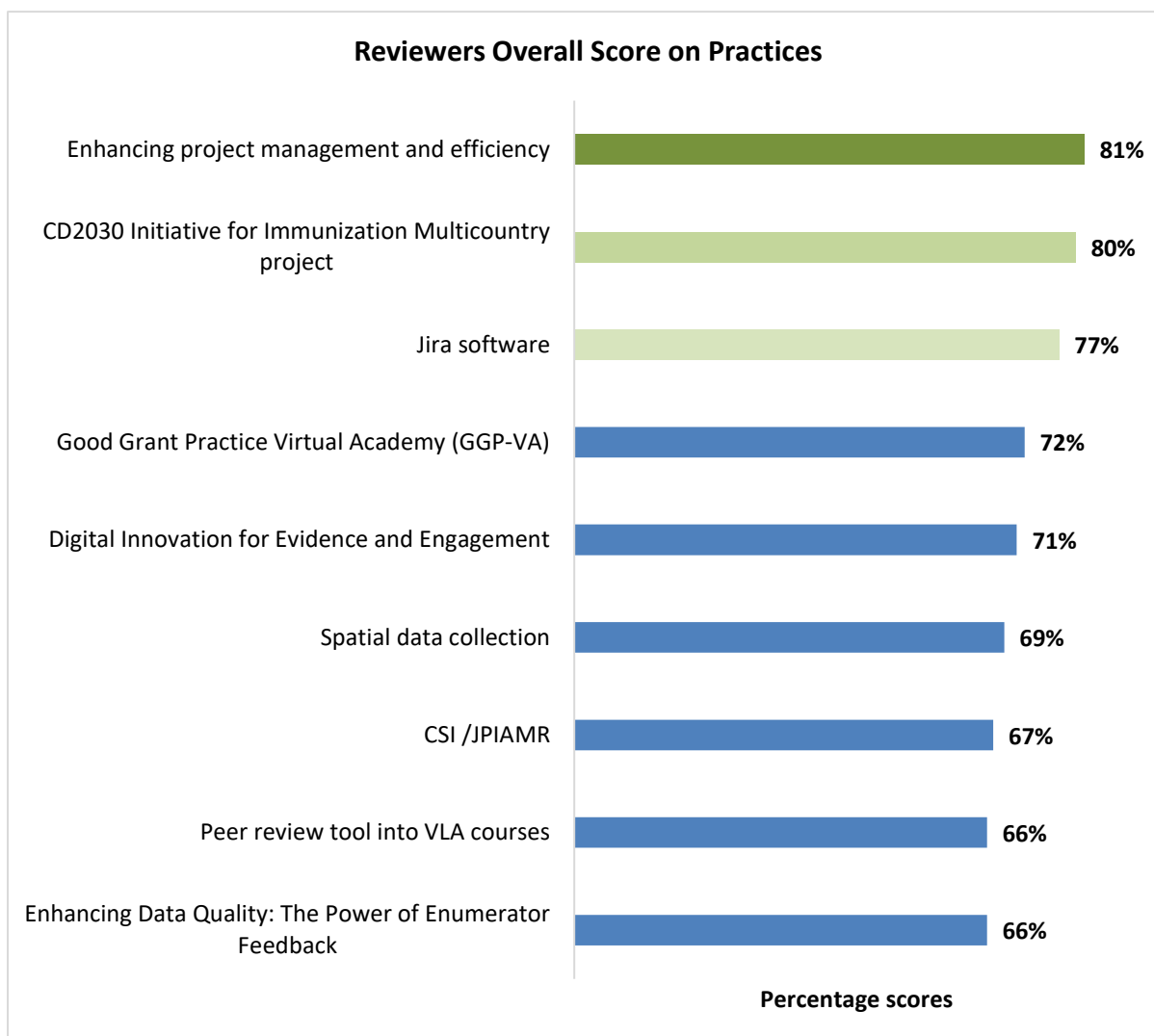


Figure 2.1: Reviewers Overall Score on Practices

2.1.2: Summary of the Reviewer's Findings

The reviewers provided comprehensive feedback on the submitted practices, focusing on areas of system integration, clarity of presentation, scalability, and innovation enhancement. The reviewers emphasized improving technical strength, enhancing implementation clarity, and ensuring replicability across programs.

2.1.2.1: System Integration and Alignment

Reviewers recommended aligning new practices with existing Center-Wide tools such as JIRA, the MEL system, and other project management platforms to avoid duplication and enhance



interoperability. There was a call to co-create in-house tools through collaboration across teams for greater efficiency and sustainability.

2.1.2.2: Technology and Data Management Enhancements

Multiple suggestions highlighted the importance of replacing Google Sheets with secure, scalable databases and embedding AI and advanced analytics to improve data visualization, user experience, and engagement. Reviewers encouraged the integration of geospatial and Rshiny web-based functionalities to expand the practices' analytical capabilities.

2.1.2.3: Clarity of Documentation and Implementation Pathways

Several submissions lacked detailed step-by-step implementation guides. Reviewers advised the inclusion of visual workflows, clear articulation of problem statements, and defined implementation pathways to strengthen understanding and replicability. Practices should also clearly present achievements, evidence of success, and plans for future improvement or adoption.

2.1.2.4: Practices Titles:

A number of practices required refined titles to better communicate their purpose and value. Reviewers proposed renaming certain innovations (e.g., “Countdown 2030 Analytics Platform,” “Geospatial Data Collection”) for clearer branding and recognition.

2.1.2.5: Ethical, User, and Customization Considerations

Feedback highlighted the need for ethical safeguards, especially when collecting geospatial data, to protect participant privacy. Reviewers also suggested developing customized versions of tools for different audiences and improving user interactivity (e.g., transforming event management systems into interactive apps similar to WHOVA).

2.1.2.6: Evidence and Learning Integration

Reviewers emphasized the importance of embedding each practice within the data lifecycle and linking it to learning and reflection mechanisms. They recommended using empirical evidence, trend data, and AI-driven analytics to demonstrate impact and inform adaptive improvements.

2.1.2.7: Overall Remarks

Overall, the reviewers commended the practices for their innovation, applicability, and potential for Center-Wide value. However, they called for greater attention to clarity, technical depth, and integration to ensure sustainability and scalability across the Center. Strengthening documentation,



articulating clear implementation pathways, and embedding technology and evidence-driven approaches will enhance the practices’ credibility and uptake.

Moving forward, these insights provide a strong foundation for refining the showcased practices into scalable, well-documented models that reflect APHRC’s commitment to innovation, learning, and operational excellence.

2.2: Analysis of Participants Feedback

This section presents general feedback from the participant on the usefulness of the practice, areas for capacity strengthening and potential replicability of the showcased practices.

2.2.1 Usefulness of the Practices for APHRC Work

Participants were asked to indicate practices that they find useful for APHRC Work. The tally is as indicated in **Figure 2.2**.

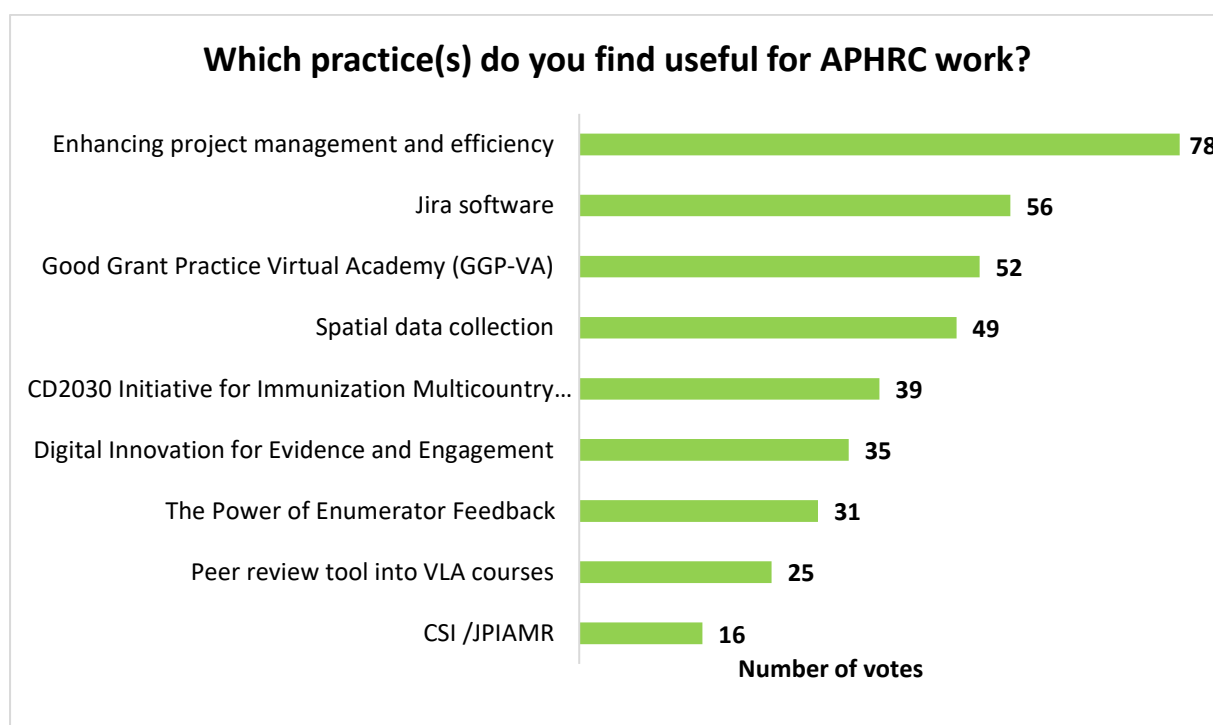


Figure 2.2: Reviewers Overall Score on Practices

2.2.2 Clarity on Practices

Participants were also requested to identify practices they needed more information on, training and capacity strengthening. The results are as indicated in **Figure 2.3**.

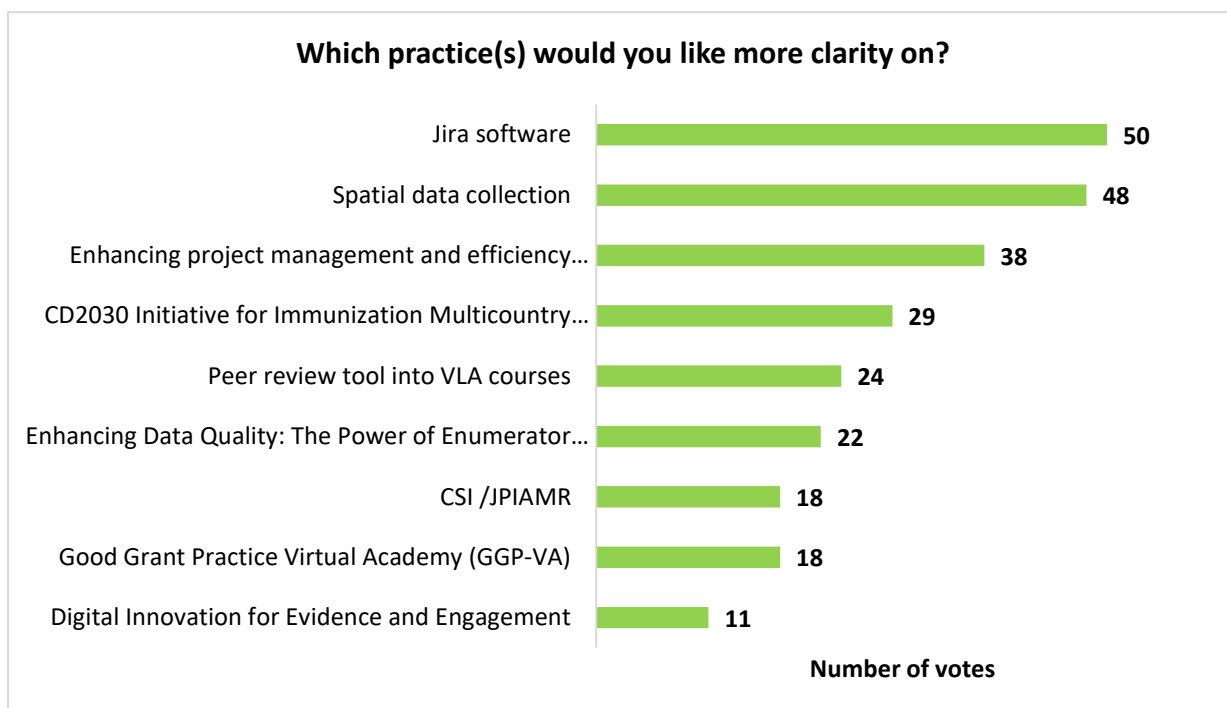


Figure: 2.3: Clarity on Practices

2.2.3: Replication across Units and Projects

Participants were requested to select practices that can be replicated in their unit or project work. The results are as indicated in **Figure 2.4**.

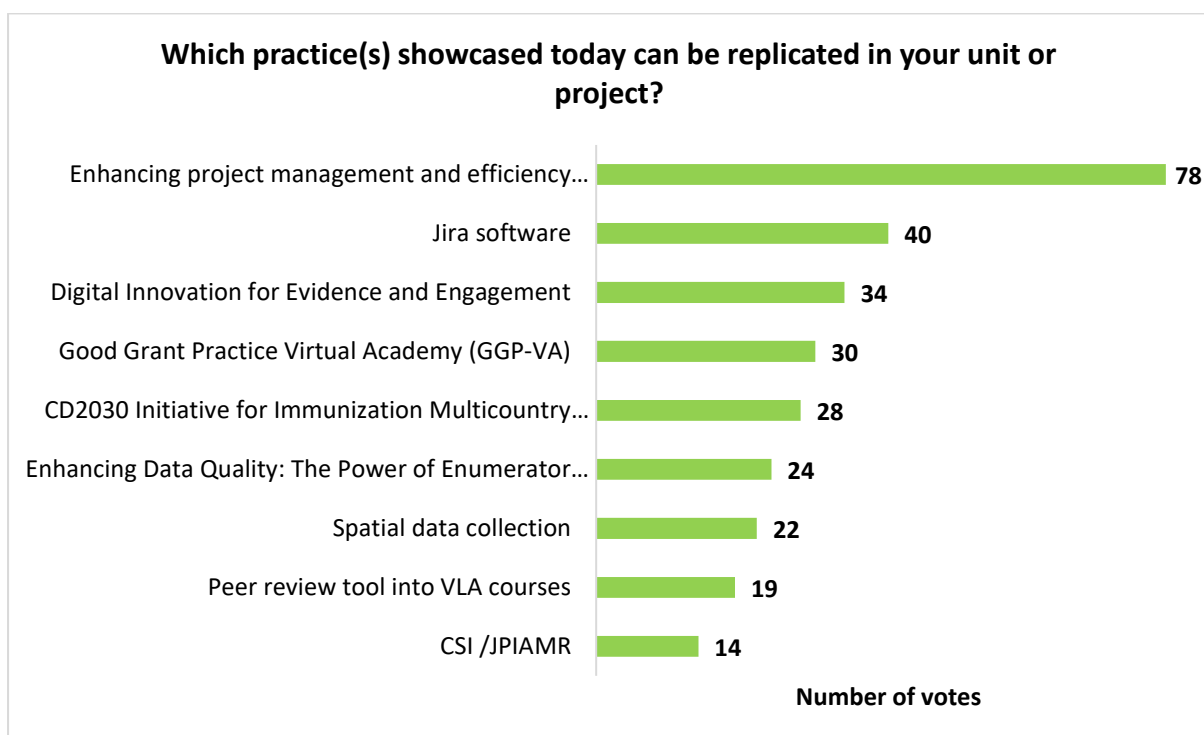


Figure: 2.4



2.3: Participants Summary Feedback on the Showcased Practices

The feedback highlights the summary responses received from participants when asked to provide feedback on the showcased practices.

2.3.1: General Perception

Most participants used positive descriptors such as *great, excellent, timely, informative, insightful, and innovative* to describe the practices. They appreciated the creativity and practical applicability of the innovations and noted that they address real operational needs. Respondents recognized the presentations as a reflection of hard work, commitment, and continuous improvement across teams. The event was viewed as an important platform for strengthening collaboration, enhancing institutional efficiency, and promoting continuous learning across programs and units.

2.3.2: Innovation and Usefulness

There was consensus that the innovations have strong utility both within and beyond the Center. Several participants noted that the practices could be adopted or adapted by multiple units to improve workflows, data management, project tracking, and communication. Many viewed them as valuable for replication and scaling across different projects, with potential to become standardized organizational tools.

2.3.3: Key Strengths Identified

The Knowledge Fair showcased high levels of innovation and creativity, particularly in project management, data management, and digital engagement tools. The practices presented were not only relevant but also practical, with strong potential for replication and adaptation across different units. Presentations were clear, engaging, and well-prepared, reflecting excellence in both execution and communication. Overall, the Fair proved to be a vital platform for learning and collaboration, reinforcing APHRC's culture of shared learning and continuous adaptation.

2.3.4: Applicability and Adoption

Respondents encouraged the Center to be intentional about adopting and institutionalizing some of the showcased practices. There were calls to identify practices that can be formalized as part of “***the APHRC way***”, ensuring standardization while allowing flexibility for customization at unit level. Participants highlighted that adoption should be Center-Wide to ensure consistency and promote integration.



2.3.5: Opportunities for Improvement

While most feedback was overwhelmingly positive, a few participants provided constructive suggestions, including:

- Enhancing existing dashboards and integrating them into the MEL portal rather than creating parallel systems to avoid duplication of effort.
- Conducting capacity-strengthening sessions and providing training to staff to facilitate smooth adoption and use of the tools.
- Ensuring that innovations remain sustainable and cost-effective, with a preference for in-house or open-source systems that do not require heavy subscription fees.
- Offering financial and technical support to teams for scaling up their ideas and maintaining the tools.
- Allowing more time for demonstrations in future sessions to deepen understanding of each innovation.

2.3.6: Learning, Collaboration, and Engagement

Many participants appreciated the session as a valuable learning and knowledge-sharing opportunity. They emphasized that such forums strengthen collaboration and inspire creativity among teams. There was widespread agreement that these kinds of internal showcases should be held more frequently to promote cross-unit learning and exchange of best practices.

2.3.7: Sustainability and Strategic Integration

A few participants underscored the importance of ensuring that any adopted innovation is well integrated into existing systems, scalable, and aligned with broader APHRC strategies. They emphasized that background work such as developing guidelines, refining tools, and providing ongoing technical support is crucial for long-term success and sustainability.

3.0: Actionable Next Steps

The MEL Unit will work in collaboration with the practice submitters, staff and management to institutionalize the knowledge fair practices through the following ways;



- Top 3 practices will be supported to present at the 2025 APHRC Symposium with attendance from the board and partners.
- Develop a Center-Wide Standard Operating Procedure incorporating best practices for the top 5 practices, to ensure replication across the Center and incorporate them into a formal 'APHRC Way' framework.
- Conduct targeted capacity-strengthening sessions to enhance staff proficiency in adopting and applying these practices.
- Work with practice submitters to integrate showcased platforms with existing APHRC systems to enhance efficiency and reduce redundancy.
- Develop a framework for conducting regular learning exchanges/mini knowledge fairs to sustain learning momentum and promote cross-unit collaboration.

4.0: Conclusion

The APHRC Knowledge Fair 2025 demonstrated the Center's strong culture of innovation, reflection, and collaboration. By embracing learning and adaptation as core principles, the Center continues to strengthen its ability to deliver impact through evidence and knowledge. The feedback demonstrates a strong sense of collective pride and ownership in the showcased innovations. Staff members are eager to see these practices refined, integrated, and institutionalized to drive efficiency and learning across the Center. The session was seen not just as a showcase but as a milestone in promoting internal innovation, collaboration, and continuous improvement. Institutionalizing the lessons and practices showcased during the Fair will further reinforce APHRC's position as a learning organization committed to continuous improvement.