Navigation by Judgment

Dan Honig ANU June 18, 2019

NAVIGATION **BY JUDGMENT**

Why and When Top Down Management of Foreign Aid Doesn't Work

DAN HONIG





THE REAL R

.

-1

m

U

a.

3

-

AN RAILO R

1.10

m

U

AND DEPENDING

No.

3

-1

-

-

.

AN RAILOR

1.10

m

U

And the second second

No.

3

-1

-

-

.

N REAL X

1.10

m

U

3

-1

-

-

.

REIC X

.

m

U

CONTRACTOR OF STREET,

3

-

JAMES C. SCOTT

SEEING

LIKE A

STATE

How Certain Schemes to Improve the Human Condition Have Failed

JAMES C. SCOTT

SEEING

LIKE A

STATE

How Certain Schemes to Improve the Human Condition Have Failed



THE ROAD TO SERFDOM

TEXT AND DOCUMENTS The Definitive Edition

F. A. HAYEK

EDITED BY Bruce Caldwell

JAMES C. SCOTT

SEEING

LIKE A

STATE

How Certain Schemes to Improve the Human Condition Have Failed

The Use of Knowledge in Society

Practically every individual has some advantage over all others in that he possesses unique information of which beneficial use might be made"



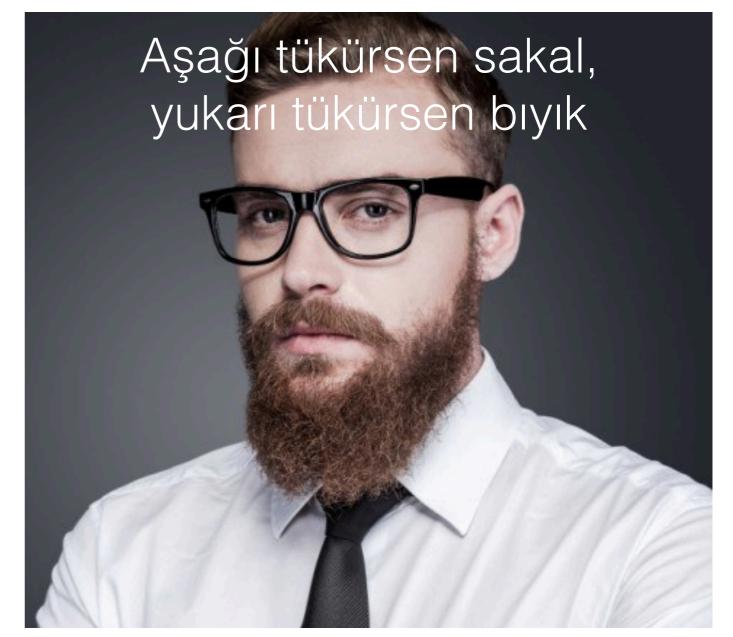
8 May 1899 - 23 March 1992

THE ROAD TO SERFDOM

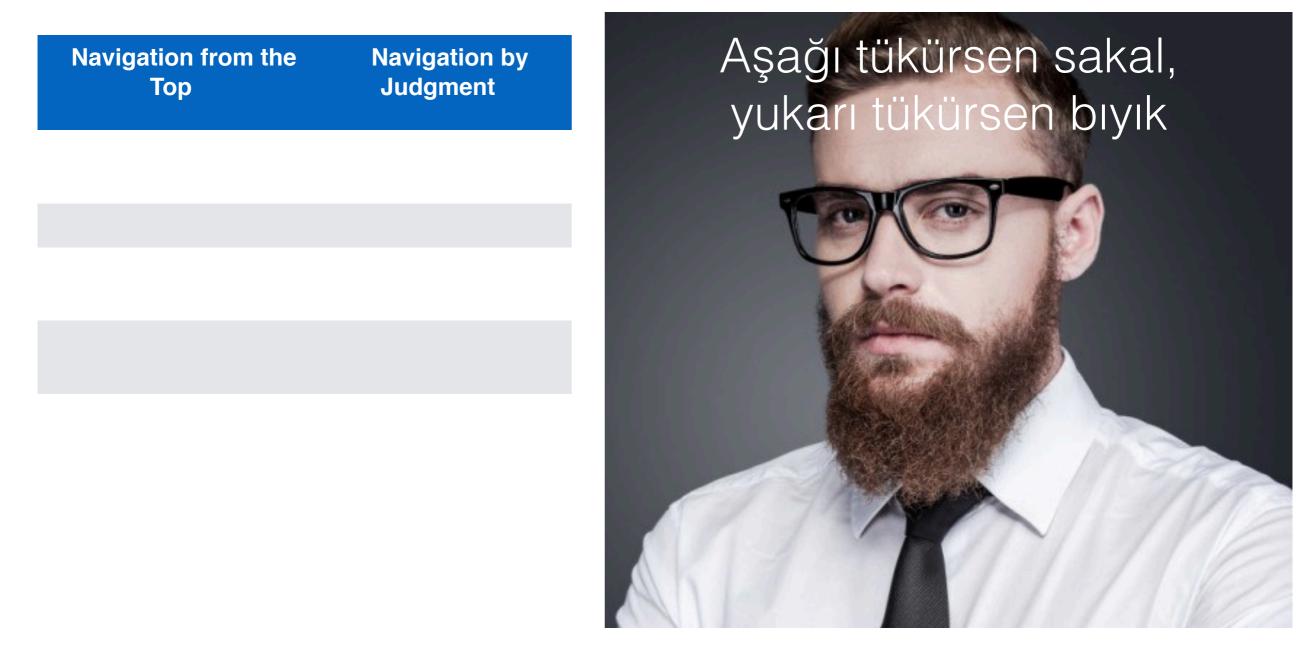
TEXT AND DOCUMENTS The Definitive Edition F. A. HAYEK

EDITED BY Bruce Caldwell

Flawed Choices: Top-Down Control vs. Bottom-up Driving

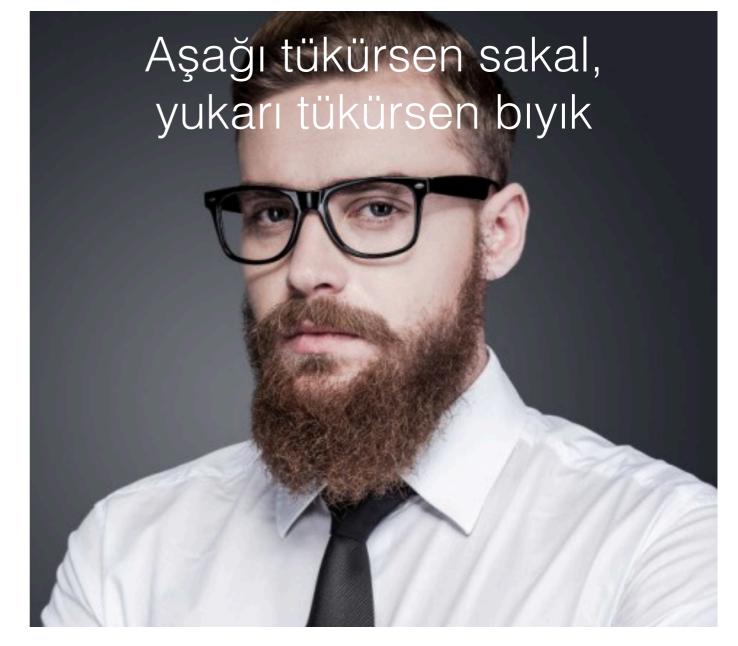


Flawed Choices: Top-Down Control vs. Bottom-up Driving



Flawed Choices: Top-Down Control vs. Bottom-up Driving

Navigation from the Top	Navigation by Judgment
Management Control	
Oversight	
Standardized Behavior	
Extrinsic Motivation (maybe)	
BUT: Distortions of Performance Measurement; Loss of Flexibility/ Adaptability	



Flawed Choices: Top-Down Control vs. Letting Agents Drive

Navigation from the Top	Navigation by Judgment
Management Control	Agent Initiative
Oversight	Soft Information
Standardized Behavior	Flexibility
Extrinsic Motivation (maybe)	Intrinsic Motivation (maybe)
BUT: Distortions of Performance Measurement; Loss of Flexibility/ Adaptability	BUT: Fallible Agent Judgment.



THE SEEN AND THE UNSEEN

 IDOs engage in legitimacy-seeking behavior (including measure) (Dimaggio & Powell 1983, Meyer & Rowan 1977 via Barnett & Finnemore 2003)

- IDOs engage in legitimacy-seeking behavior (including measure) (Dimaggio & Powell 1983, Meyer & Rowan 1977 via Barnett & Finnemore 2003)
- US GPRA 1993 & 2010 1st purpose: "**improve the confidence of the American people** in the capability of the federal government, by systematically holding Federal agencies accountable for achieving program results"

- IDOs engage in legitimacy-seeking behavior (including measure) (Dimaggio & Powell 1983, Meyer & Rowan 1977 via Barnett & Finnemore 2003)
- US GPRA 1993 & 2010 1st purpose: "**improve the confidence of the American people** in the capability of the federal government, by systematically holding Federal agencies accountable for achieving program results"
- Zoellick 2010: "We know that a focus on results is absolutely key for donors [those who contribute funds to the World Bank], for clients [those who receive funds from the World Bank], and for us."

 IDOs 'manage up' to political authorizing environments (Page 2010; Easterly 2002), but differentially

- IDOs 'manage up' to political authorizing environments (Page 2010; Easterly 2002), but differentially
- As such, IDOs are differentially likely to engage in legitimacy-seeking (and inefficient) navigation strategies

- IDOs 'manage up' to political authorizing environments (Page 2010; Easterly 2002), but differentially
- As such, IDOs are differentially likely to engage in legitimacy-seeking (and inefficient) navigation strategies
- Differentially likely to constrain Navigation by Judgment

4 Predictions: What Agencies Will Do and When This Will Hurt Their Performance

4 Predictions: What Agencies Will Do and When This Will Hurt Their Performance

1: Most organizations will err on the side of "too much" control more often than "too little"

2: More insecure agencies will err more than less insecure agencies

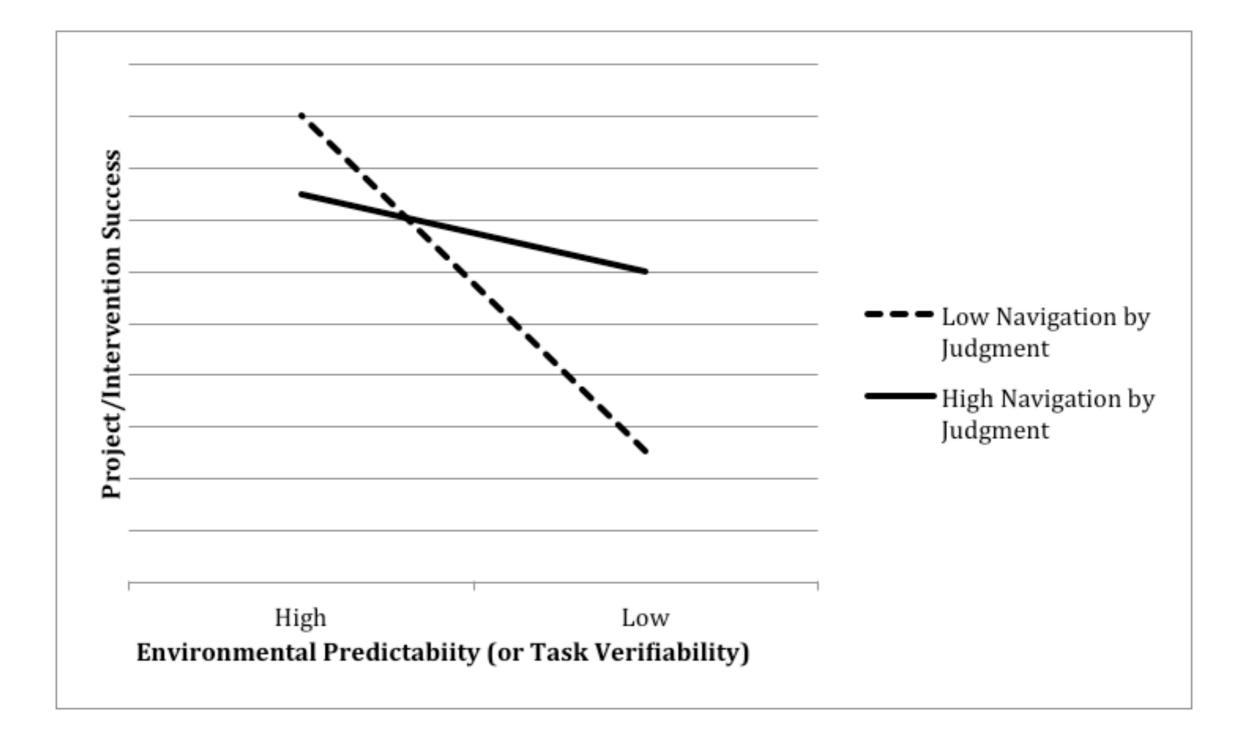
4 Predictions: What Agencies Will Do and When This Will Hurt Their Performance

1: Most organizations will err on the side of "too much" control more often than "too little"

2: More insecure agencies will err more than less insecure agencies

3: The more unpredictable the environment, the greater the returns to Navigation by Judgment

4: The less the task can be pre-planned or effectively managed using output #s (verifiability), the greater the returns to Navigation by Judgment



Project Results Database

IDO Name

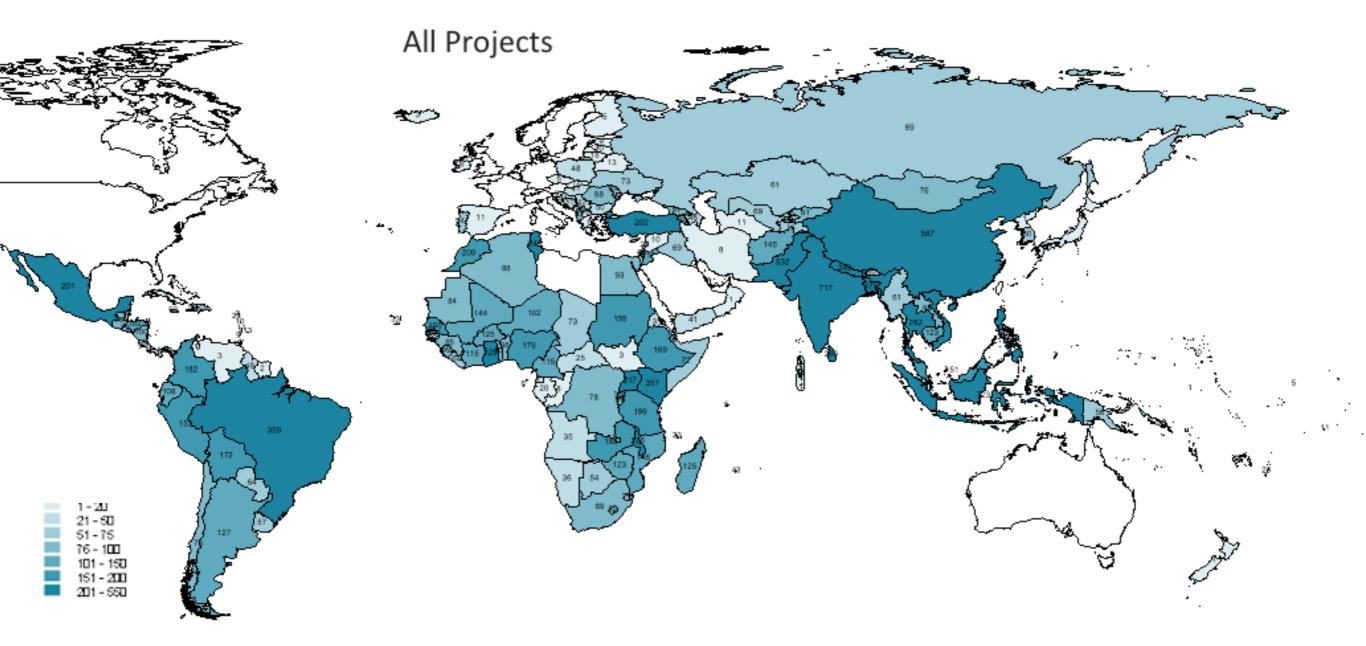
Asian Development Bank (AsDB) Department for International Development UK (DFID) European Commission (EC) Global Fund for Aids, TB, Malaria (GFATM) German Agency for Technical Cooperation (GiZ) German Development Bank (KfW) International Fund for Agricultural Development (IFAD) Japanese International Cooperation Agency (JICA) World Bank (WB)

Sourcing Process

Public Information Process Public Information Process Negotiated Release (Confidential) Back Channel Coded from Public Documents Negotiated Release Coded from Public Documents Already Public

Online (ex-EC) at <u>danhonig.info</u>

Heat Map of Projects (approx. 14,000)



 Success: Ex-post evaluation of project success (from evaluation unit, contracted evaluator, or project staff) - overall, holistic project rating on likert-type scale

- Success: Ex-post evaluation of project success (from evaluation unit, contracted evaluator, or project staff) - overall, holistic project rating on likert-type scale
- Problem: No inter-donor comparability

- Success: Ex-post evaluation of project success (from evaluation unit, contracted evaluator, or project staff) - overall, holistic project rating on likert-type scale
- Problem: No inter-donor comparability
 - Use IDO fixed effects; when not doing so take IDO-specific Z-scores to standardize

- Success: Ex-post evaluation of project success (from evaluation unit, contracted evaluator, or project staff) - overall, holistic project rating on likert-type scale
- Problem: No inter-donor comparability
 - Use IDO fixed effects; when not doing so take IDO-specific Z-scores to standardize
 - Quant analysis makes relative comparisons

Independent Variables

Independent Variables

• State Fragility: More fragile states are more unpredictable; varies at recipient country-year level (Polity IV State Fragility Index)

Independent Variables

- State Fragility: More fragile states are more unpredictable; varies at recipient country-year level (Polity IV State Fragility Index)
- Navigation by Judgment: 2 measures, both organization-level time-invariant

Independent Variables

- State Fragility: More fragile states are more unpredictable; varies at recipient country-year level (Polity IV State Fragility Index)
- Navigation by Judgment: 2 measures, both organization-level time-invariant
- Focus on contingent relationship (interaction term)

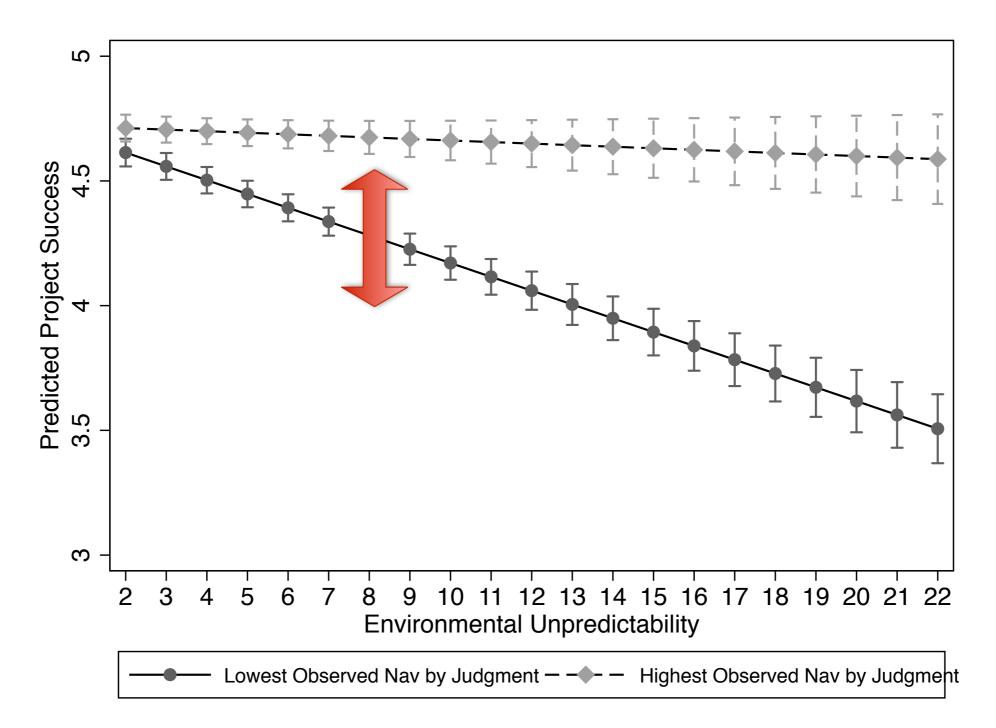
 Index from 3 waves of Paris Declaration monitoring surveys composed of five indicators (cronbach's=.798) in 2 subscales measuring:

- Index from 3 waves of Paris Declaration monitoring surveys composed of five indicators (cronbach's=.798) in 2 subscales measuring:
 - IDO freedom relative to political authorizing environment

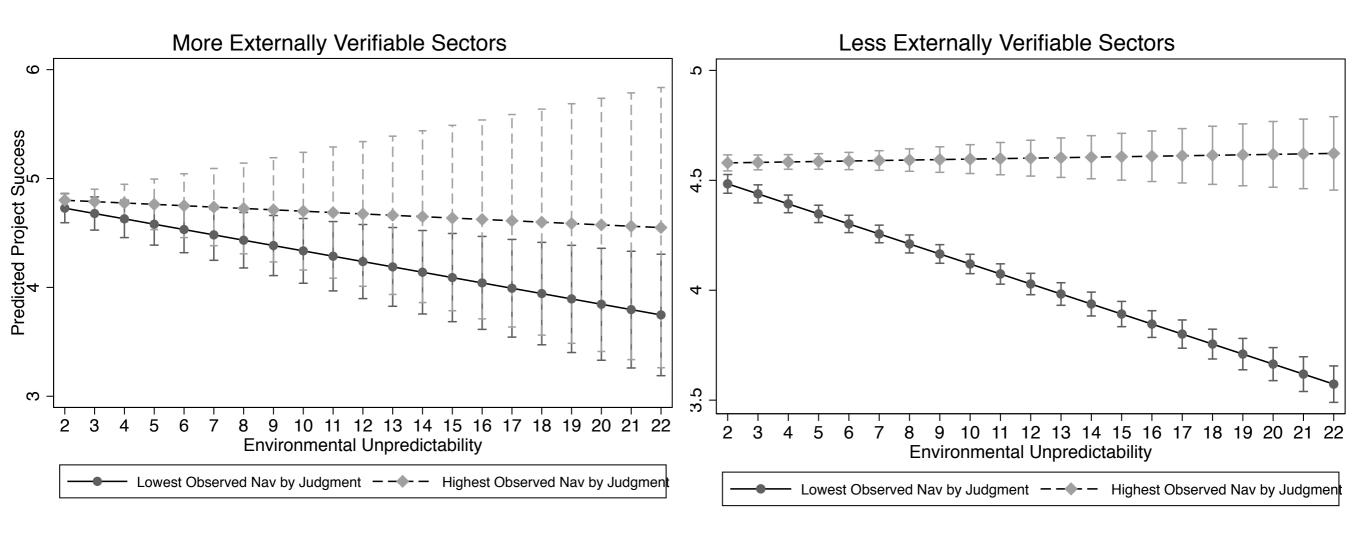
- Index from 3 waves of Paris Declaration monitoring surveys composed of five indicators (cronbach's=.798) in 2 subscales measuring:
 - IDO freedom relative to political authorizing environment
 - IDOs' propensity to devolve control regarding project implementation

- Index from 3 waves of Paris Declaration monitoring surveys composed of five indicators (cronbach's=.798) in 2 subscales measuring:
 - IDO freedom relative to political authorizing environment
 - IDOs' propensity to devolve control regarding project implementation
- **Small field survey** of development professionals who can directly compare autonomy of IDOs (correlation with PD measure: .71)

Returns to Navigation by Judgment in Countries of Differential Environmental Unpredictability



Effects are Driven by Hard to Manage-by-Measurement Sectors



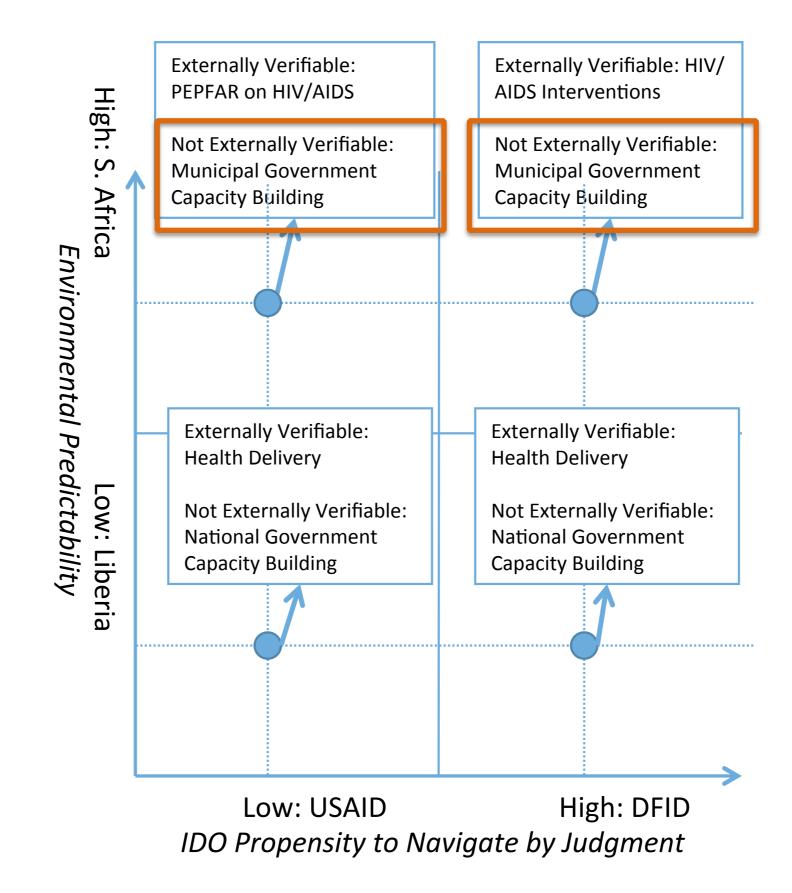
Robustness

- Placebo tests for alternate scales of "Good Donor-ness" this isn't just a proxy for best practice
- Control for Evaluation Type
- Test for systematic selection into donor-country-sector-years by NbJ*Fragility
- Survey measure rather than Paris Declaration-derived scale for Navigation by Judgment
- Running observability of sectors as dummies in full model (heterogeneity of IDOs, recipients in sectors)
- Donor, Recipient, Year Fixed Effects (where not shown)
- Using scales without IDO Fixed Effects & with base term (Z-score outcomes)
- Ordered Logits

Robustness 2

- Running 9 separate regressions (so not driven by parameterization of interaction term)
- Restricting SFI to common support (so not driven by SFI outliers)
- No substantially differential variance by SFI/NbJ 'quadrant'; NbJ result also shows by quartile (non-parametrically)
- Double-clustering SEs at IDO-recipient level
- Controlling for project size
- Changing PD measure dropping any measure, each of the two sub-scales, any wave of the PD survey
- Using either sub-scale of SFI (legitimacy or effectiveness), or using any SFI domain (security, political, economic, social)

A Deeper Dive: Case Studies



In South Africa: 13 mentions of "Congress", 1 of "Parliament"

In South Africa: 13 mentions of "Congress", 1 of "Parliament"

Q: (to someone involved with contractors for both USAID and DFID in South African municipal governance) You talk about Congress, what of Parliament - did they come up?

In South Africa: 13 mentions of "Congress", 1 of "Parliament"

Q: (to someone involved with contractors for both USAID and DFID in South African municipal governance) You talk about Congress, what of Parliament - did they come up?

A: No I never, no people didn't talk about, I mean [name redacted] would time and again, maybe talk about the Department of International Development [DFID], you know meaning in London, but it wasn't a dominant sort of talk about, "we are all doing this so that we can report to the House of Commons" or something like that in the UK Parliament. But the US[AID] is always about "**the Congress wants these numbers because they are providing so much for South Africa and they want to know what is it that we have done with their money**"

USAID Authorizing Insecurity & Reporting

"When [PEPFAR] targets are set from above, everything then flows down ... [numbers] have to add up to meet these arbitrary goals" -PEPFAR official

"When [PEPFAR] targets are set from above, everything then flows down ... [numbers] have to add up to meet these arbitrary goals" -PEPFAR official

"[USAID] has been an agency under siege for, I guess it would be going on thirty years now" - USG official

"When [PEPFAR] targets are set from above, everything then flows down ... [numbers] have to add up to meet these arbitrary goals" -PEPFAR official

"[USAID] has been an agency under siege for, I guess it would be going on thirty years now" - USG official

Constraint from above "make[s] you cautious" - USAID Official

	USAID Local Governance Support Program Phase II (LGSP), 2004-2010	DFID Consolidation of Municipal Transformation Program (CMTP), 2003-2009
Goal	"Improve municipal planning skills and operating systems to increase effectiveness, transparency, and accountability"	"Promote the development of effective and efficient municipalities"

	USAID Local Governance Support Program Phase II (LGSP), 2004-2010	DFID Consolidation of Municipal Transformation Program (CMTP), 2003-2009
Goal	"Improve municipal planning skills and operating systems to increase effectiveness, transparency, and accountability"	"Promote the development of effective and efficient municipalities"
Primary Implementation Modality	Training Visits	Resident Advisers

	USAID Local Governance Support Program Phase II (LGSP), 2004-2010	DFID Consolidation of Municipal Transformation Program (CMTP), 2003-2009
Goal	"Improve municipal planning skills and operating systems to increase effectiveness, transparency, and accountability"	"Promote the development of effective and efficient municipalities"
Primary Implementation Modality	Training Visits	Resident Advisers
<i>Outputs (Official Language)</i>	"Train all staff on implementation of policy"	Advisers "advise/mentor [municipal] managers in achieving targets, plan and budget, unblock delivery obstacles and achieve institutional coherence."

	USAID Local Governance Support Program Phase II (LGSP), 2004-2010	DFID Consolidation of Municipal Transformation Program (CMTP), 2003-2009
Goal	"Improve municipal planning skills and operating systems to increase effectiveness, transparency, and accountability"	"Promote the development of effective and efficient municipalities"
Primary Implementation Modality	Training Visits	Resident Advisers
<i>Outputs (Official Language)</i>	"Train all staff on implementation of policy"	Advisers "advise/mentor [municipal] managers in achieving targets, plan and budget, unblock delivery obstacles and achieve institutional coherence."
How to Begin Delivering? (Official Language)	"Hands-on Mentoring Dates" for training on e.g. "Credit control policies and implementation, and debt policy implementation."	Advisers "conduct an assessment of status quo and prepare a report" (which included a workplan)

	USAID Local Governance Support Program Phase II (LGSP), 2004-2010	DFID Consolidation of Municipal Transformation Program (CMTP), 2003-2009
Goal	"Improve municipal planning skills and operating systems to increase effectiveness, transparency, and accountability"	"Promote the development of effective and efficient municipalities"
Primary Implementation Modality	Training Visits	Resident Advisers
<i>Outputs (Official Language)</i>	"Train all staff on implementation of policy"	Advisers "advise/mentor [municipal] managers in achieving targets, plan and budget, unblock delivery obstacles and achieve institutional coherence."
How to Begin Delivering? (Official Language)	"Hands-on Mentoring Dates" for training on e.g. "Credit control policies and implementation, and debt policy implementation."	Advisers "conduct an assessment of status quo and prepare a report" (which included a workplan)
Reporting (Official Language)	Success Indicator: "All staff trained in Finance Dept and Municipal Secretariat" (in practice, count people at training)	Advisers "implement their workplans and report on progress monthly and quarterly."

•USAID project "might have not made the most dent or impact" - Deputy Chief of Party

•USAID project "might have not made the most dent or impact" - Deputy Chief of Party

•"I don't think [trainings] contributed much... because you go there, you don't have any authority over the people that you training, so if they don't cooperate you cannot say anything..." - Trainer

•USAID project "might have not made the most dent or impact" - Deputy Chief of Party

•"I don't think [trainings] contributed much... because you go there, you don't have any authority over the people that you training, so if they don't cooperate you cannot say anything..." - Trainer

•DFID project sometimes (but not always) effective

•USAID project "might have not made the most dent or impact" - Deputy Chief of Party

•"I don't think [trainings] contributed much... because you go there, you don't have any authority over the people that you training, so if they don't cooperate you cannot say anything..." - Trainer

•DFID project sometimes (but not always) effective

•DFID: Successes linked to good judgment calls... "although uneven in parts, included some highly positive examples in selected municipalities" - DFID report

Failure Borne of Design Limitations

Failure Borne of Design Limitations

•USAID indicators chosen "because easier to count... but the numbers didn't tell about the impact" - Deputy Chief of Party (different one from prior slide)

Failure Borne of Design Limitations

- •USAID indicators chosen "because easier to count... but the numbers didn't tell about the impact" Deputy Chief of Party (different one from prior slide)
- "A numbers game... [USAID would say] we want the numbers, we want information." Implementer

Failure Borne of Design Limitations

- •USAID indicators chosen "because easier to count... but the numbers didn't tell about the impact" Deputy Chief of Party (different one from prior slide)
- "A numbers game... [USAID would say] we want the numbers, we want information." Implementer
- "More a number chasing toward the end especially because we needed to reach our target." - Implementer

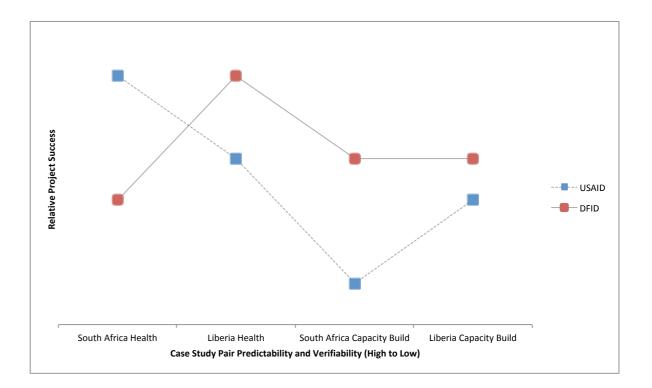
•Clear constraints stemming from political authorizing environments to agents

- •Clear constraints stemming from political authorizing environments to agents
- Ability to Navigate by Judgment linked to success, particularly in less legible environments and less verifiable tasks

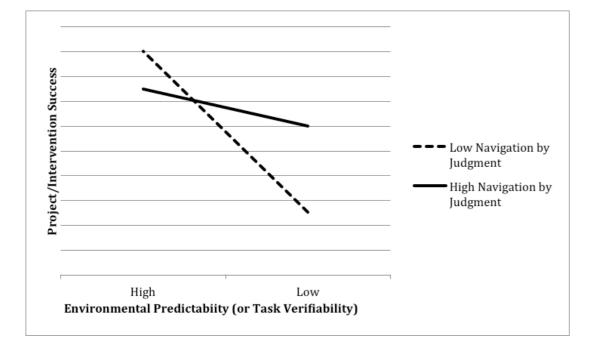
- •Clear constraints stemming from political authorizing environments to agents
- Ability to Navigate by Judgment linked to success, particularly in less legible environments and less verifiable tasks
- •Soft information & organizational learning channels

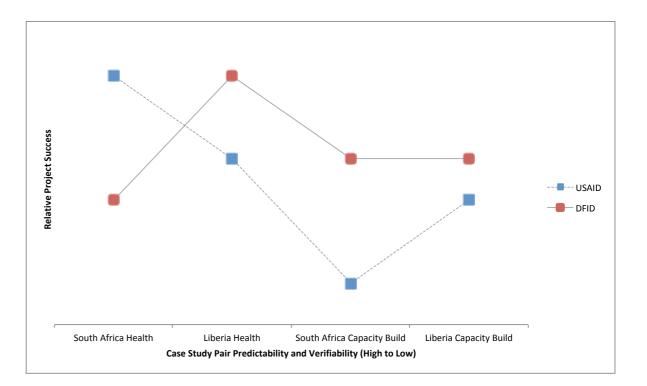
- •Clear constraints stemming from political authorizing environments to agents
- Ability to Navigate by Judgment linked to success, particularly in less legible environments and less verifiable tasks
- •Soft information & organizational learning channels
- •Navigation by Judgment not perfect, either, *can* have too much (SA Health Case Pair)

Results in Sum

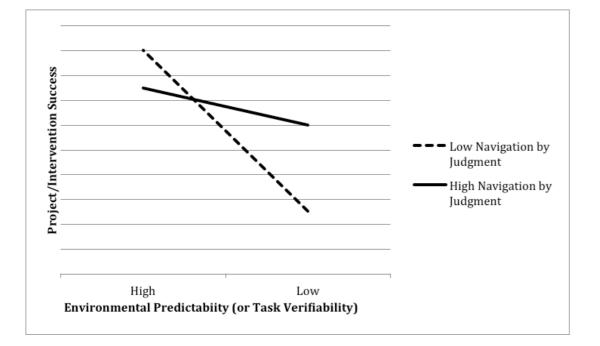


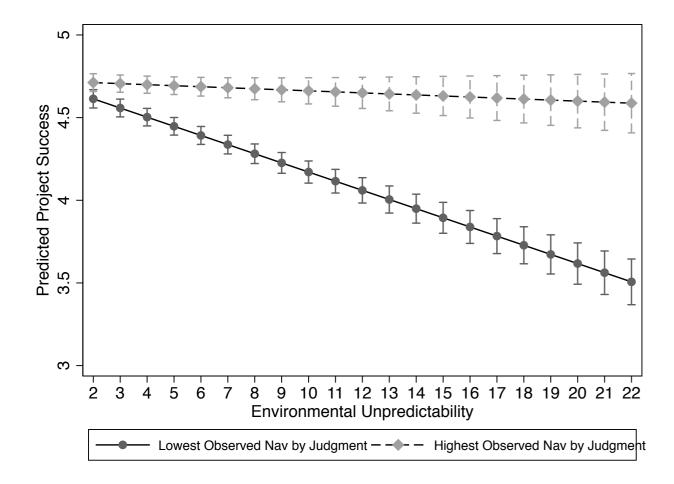
Results in Sum

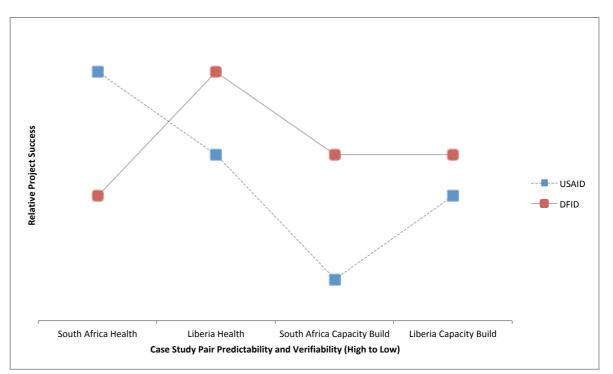




Results in Sum







•Political authorizing environments can induce suboptimally conservative behavior and constrain field agents

- •Political authorizing environments can induce suboptimally conservative behavior and constrain field agents
- •Output measurement a key tool constraining design, and implementation conditional on design

- •Political authorizing environments can induce suboptimally conservative behavior and constrain field agents
- •Output measurement a key tool constraining design, and implementation conditional on design
- •Navigation by Judgment contingently beneficial

- •Political authorizing environments can induce suboptimally conservative behavior and constrain field agents
- •Output measurement a key tool constraining design, and implementation conditional on design
- •Navigation by Judgment contingently beneficial
- •Organizational structure and bureaucratic incentives matter in aid delivery

- •Political authorizing environments can induce suboptimally conservative behavior and constrain field agents
- •Output measurement a key tool constraining design, and implementation conditional on design
- •Navigation by Judgment contingently beneficial
- •Organizational structure and bureaucratic incentives matter in aid delivery
- •Navigation strategy errors 1) particularly frequent, and 2) have particular 'bite', in fragile states

• **Pilot new navigation strategies.** In particular countries, or projects, try new management practices. One size of *flexible* management doesn't fit all, either.

- **Pilot new navigation strategies.** In particular countries, or projects, try new management practices. One size of *flexible* management doesn't fit all, either.
- When does a focus on measurable results undermine actual results? Real limitations to a design process that requires explicit codification (specification of quantitative targets, planned results frameworks, etc.)

- **Pilot new navigation strategies.** In particular countries, or projects, try new management practices. One size of *flexible* management doesn't fit all, either.
- When does a focus on measurable results undermine actual results? Real limitations to a design process that requires explicit codification (specification of quantitative targets, planned results frameworks, etc.)
- Beyond "changing the rules": inducing *de facto* use of *de jure* flexibilities by focusing on the "plumbing". Hard to change ways of working, convince people this time really *is* different. Importance of trust (and trust-based management). Can't be done by fiat; needs to be induced, particularly through HR, review, promotion policies.

- **Pilot new navigation strategies.** In particular countries, or projects, try new management practices. One size of *flexible* management doesn't fit all, either.
- When does a focus on measurable results undermine actual results? Real limitations to a design process that requires explicit codification (specification of quantitative targets, planned results frameworks, etc.)
- Beyond "changing the rules": inducing *de facto* use of *de jure* flexibilities by focusing on the "plumbing". Hard to change ways of working, convince people this time really *is* different. Importance of trust (and trust-based management). Can't be done by fiat; needs to be induced, particularly through HR, review, promotion policies.
- Don't allow the problematic to be framed as "real" accountability vs. none. The sense of accountability is sometimes a pyrrhic victory. The certainty may be false. Recognize reality: we often don't know, and can't judge, what's going on at present. Navigation by Judgment as a step towards, not away from, understanding reality.

- **Pilot new navigation strategies.** In particular countries, or projects, try new management practices. One size of *flexible* management doesn't fit all, either.
- When does a focus on measurable results undermine actual results? Real limitations to a design process that requires explicit codification (specification of quantitative targets, planned results frameworks, etc.)
- Beyond "changing the rules": inducing *de facto* use of *de jure* flexibilities by focusing on the "plumbing". Hard to change ways of working, convince people this time really *is* different. Importance of trust (and trust-based management). Can't be done by fiat; needs to be induced, particularly through HR, review, promotion policies.
- Don't allow the problematic to be framed as "real" accountability vs. none. The sense of accountability is sometimes a pyrrhic victory. The certainty may be false. Recognize reality: we often don't know, and can't judge, what's going on at present. *Navigation by Judgment as a step towards, not away from, understanding reality.*

When development assistance works best Accountability is a conversation, not a #; primarily "Account", not "Accounting".

•Management & Metrics: Aid agencies as public agencies

•Management & Metrics: Aid agencies as public agencies

•The reductive seduction, and power, of metrics

•Management & Metrics: Aid agencies as public agencies

- •The reductive seduction, and power, of metrics
- Remembering what technology causes us to lose when "The Future of Work is Like a UPS Truck" (vs. Wilson's teachers/cops)

- •Management & Metrics: Aid agencies as public agencies
 - •The reductive seduction, and power, of metrics
 - Remembering what technology causes us to lose when "The Future of Work is Like a UPS Truck" (vs. Wilson's teachers/cops)
- •Beyond Politics: Authorizers as "Management"

- •Management & Metrics: Aid agencies as public agencies
 - •The reductive seduction, and power, of metrics
 - Remembering what technology causes us to lose when "The Future of Work is Like a UPS Truck" (vs. Wilson's teachers/cops)
- •Beyond Politics: Authorizers as "Management"
 - Reporting on performance can undermine performance; managing 'up' and 'down' sometimes in tension

- •Management & Metrics: Aid agencies as public agencies
 - •The reductive seduction, and power, of metrics
 - Remembering what technology causes us to lose when "The Future of Work is Like a UPS Truck" (vs. Wilson's teachers/cops)
- •Beyond Politics: Authorizers as "Management"
 - Reporting on performance can undermine performance; managing 'up' and 'down' sometimes in tension
 - Can sometimes get more "juice" with *less* "squeezing" (Trustbased Management?)

NAVIGATION BY JUDGMENT

Why and When Top Down Management of Foreign Aid Doesn't Work

DAN HONIG