Fundamentals of Impact Measurement and Management

FIMM (January to March 2026)

A Practical Introduction to Measuring and Managing Impact

As organizations and investors work to deliver meaningful social and environmental outcomes, the ability to measure and manage impact is becoming a core professional skill. Across finance, philanthropy, and enterprises, leaders are being asked not only to achieve results but also to demonstrate how those results are defined, assessed, and used in decision-making.

FIMM offers a structured, practice-oriented introduction to the core concepts, language, and tools of impact measurement and management (IMM). Drawing on global experience and frameworks, the program helps participants build fluency in how IMM is designed, implemented, and improved in real-world contexts.

This program offers cohorts aligned with Latin America, US, and European time zones, with an Asia-focused cohort to be launched soon.

Learning Outcomes

This program equips professionals with both conceptual grounding and practical tools to integrate impact considerations into investment and management decisions, and engage with this rapidly evolving field. Through interactive sessions and applied case studies, participants will:

- Clarify how impact goals and theories of change connect strategy to outcomes
- Apply the five dimensions of impact to assess positive and negative effects
- Identify and use indicators and thresholds to measure impact performance
- Explore how investors and enterprises contribute to impact value creation
- Understand impact management processes and emerging good practices

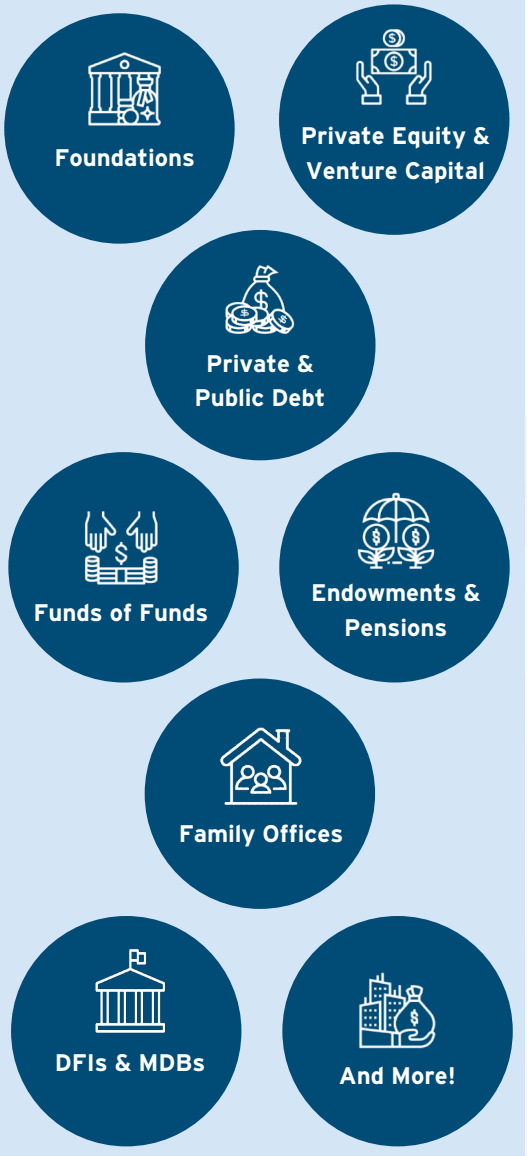
Target Learners

This program is designed for professionals across finance, philanthropy, corporates, enterprises, and other organizations who are:

- Beginning to integrate impact considerations into their investment or management approaches
- Seeking to strengthen shared knowledge and understanding of IMM across their teams

No prior IMM experience is required, but familiarity with impact investing concepts will be helpful.

For Individuals Working In:



Program Structure

Across six virtual sessions, participants build the foundations of IMM through expert presentations, guided exercises, and group discussions. The curriculum blends concepts with application through case studies and peer learning. Participants also gain access to Impact Frontiers' global community through webinars, guest lectures, and networking events.

Sessions Overview

(Subject to change)

1 – Introduction to Impact and IMM
What is "impact," and why does it matter? Explore the evolution of IMM and how it supports better decisions for investors, enterprises, and funders.

2 – Building Blocks I: Goals and Theories of Change
Define impact goals and design clear theories of change that link intentions to measurable outcomes.

3 – Building Blocks II: The Five Dimensions and Indicators
Apply the five dimensions of impact to real cases and identify appropriate indicators, targets, and thresholds for assessing performance.

4 – From Measurement to Management I: Contribution & Decision-Making
Examine how investors and enterprises each contribute to impact value creation, and how measurement informs management choices.

5 – From Measurement to Management II: Processes and Emerging Practices
Integrate the tools and concepts into a full impact management process. Learn from current examples and evolving practices across the field.

6 – Reflection and Action Planning
Consolidate insights and refine how to apply IMM principles and practices.

Participation Fee

USD 1,000 per person

Discounts are available for small funds and nonprofit organizations, or if you are a member of a collaboration partner of Impact Frontiers. Please contact us for details.

Key Dates

Each 90-minute session will be held biweekly on Wednesdays at 9am ET

January 14th & 28th

February 11th & 25th

March 11th & 25th

To Express Interest

Please register your interest using this form.

(**Deadline: Monday, December 15, 2025**)

If you have any questions, please reach out to: info@impactfrontiers.org.

Testimonials from past participants

"I used to think that IMM was just about filling in predetermined tools or templates, but through the case studies, I realized that isn't the case. Thinking through impact and outcomes was challenging, but I now understand why it matters."

"I also learned the value of thinking together with colleagues instead of trying to figure everything out alone."

"I want to bring these insights back to my organisation and put them into practice."

Facilitator

Karim Harji

Karim is a Senior Advisor at Impact Frontiers, supporting the development and delivery of cohort programs and field-building initiatives globally.

He is the Founding Director of the Oxford Impact Measurement Programme at the Saïd Business School, where he also teaches in the executive programmes on impact investing and innovative finance.

As an independent advisor, Karim has worked with a wide range of asset owners, asset managers, intermediaries, and ventures to strengthen their approaches IMM. He previously co-founded Purpose Capital (now Rally Assets) as a leader in impact investing in Canada, and was an advisor to the Rockefeller Foundation on social impact measurement.

Karim has contributed to advancing IMM practice, including through the Impact Management Project, the G8 Impact Measurement Working Group, and Ontario's Impact Measurement Task Force. He has co-authored several guides and toolkits on IMM, and holds a PhD from the University of Oxford, where his research examined the emergence and evolution of IMM.

IMPACT FRONTIERS

Impact Frontiers is a peer learning and market-building collaboration, developed with and for asset managers, asset owners and industry associations. It creates practical tools and peer-learning communities that support investors in building their capabilities for managing impact, and integrating impact with financial data, analysis, frameworks, and processes.

Impact Frontiers also facilitates further consensus-building in areas of practice where standards and guidance do not yet exist, using practitioner experience to jump-start the conversations.

Impact Frontiers originated at Root Capital, migrated to the Impact Management Project in 2019, and is now continuing as an independent non-profit initiative of the Bridges group.