



Futures Project

Evaluation Report:

'Mentoring Partnerships Program' Training

Introduction

The Mentor Training took place on two separate occasions, facilitated by Leadership Victoria. The first session was delivered on June 6 with six attendees and a second session took place on 5 July with ten attendees. As the number of participants for the June session were low the ECCV invited staff to attend as professional development. The second session was well attended. Fifteen participants completed the post-workshop evaluation questionnaire.

The post-workshop evaluation was composed of 2 Likert scale questions and 8 open-ended written response questions. These questions aimed to assess the success of the mentorship training.

Summary

The overall results from the 15 participant evaluation questionnaires received indicate that there was a positive response to the *Mentor/ee induction*. Participants gained useful information on a range of topics, including the importance of mentor/ mentee relationship and a clear understanding of each role. The presentations, relevance and clarity of the information were well received by the participants who indicated overall satisfaction with the event.

Results

Table 1
Self-Assessment Post-Workshop Survey
N: 15

	Strongly agree	Agree	Disagree	Strongly disagree
1. This 'Mentor/ee Induction' session was useful and relevant.	8 (53%)	7 (47%)		
2. The information was presented in a way that was clear and easy to understand	11 (73%)	4 (27%)		

Table 1 shows the results from both Likert scale type questions, assessing the relevance and the clarity of the information presented. The results indicate that all agreed or strongly agreed that the session was useful and relevant, and 73% strongly agreed that the information was presented in a way that was clear and easy to understand.

Table 2
Self-Assessment Post-Workshop Survey
N: 14

Survey Question	Participants' Comments
3. What is your response to the session hosts/ trainers?	<p><i>Excellent speaker. He gave a clear structure and information about mentorship relationship.</i></p> <p><i>Great session.</i></p> <p><i>I enjoyed the session + found it informative.</i></p> <p><i>Thank you for a well conducted session.</i></p> <p><i>Gives a clear structure about mentors & mentee's programme.</i></p> <p><i>Excellent.</i></p> <p><i>On with it!</i></p> <p><i>Very well organised, information and I learnt new ways of thing about mentoring.</i></p> <p><i>Ok.</i></p> <p><i>I enjoyed the knowledge of speakers.</i></p> <p><i>This was a useful overview discussion- thanks Denis & Leenie. One personal observation was that I felt the pace was a bit slow.</i></p> <p><i>Good- Useful.</i></p> <p><i>Well done and very approachable.</i></p> <p><i>Clear organisational training. My progress- I want to learn more.</i></p>

Table 2 shows participants' response to the session facilitators. One participant felt the pace was a bit slow, but overall the majority of participants noted that the speakers were excellent and presented a clear structure and information about mentoring.

Table 3
Self-Assessment Post-Workshop Survey
N: 12

Survey Question	Participants' Comments
4. What information and skills did you find most useful and could be applied by you when taking on the role as a mentor?	<p><i>Clarifying of mentee + mentor roles. Setting clear boundaries & expectations.</i></p> <p><i>Reflection/ Questions & Guidance.</i></p> <p><i>Synthesizing what I already knew.</i></p> <p><i>To listen carefully when the mentee is introducing themselves and speaking about their goals and to listen with empathy.</i></p> <p><i>A mentor is a couch and not a counsellor.</i></p> <p><i>Strategies. "The journey" exercise.</i></p> <p><i>Information- Role + Responsibility of a mentor & mentee. Clarifying of roles, purpose, what do I want to get out of it"</i></p> <p><i>Skills- presentations/communication.</i></p>

	<p><i>Great to have clarification that I am there to help learners learn for themselves. Liked the reminder that I am supporting an experimental process.</i></p> <p><i>Exploration of personal experiences and their impact on participation/ organisation.</i></p> <p><i>Clear & concise. Allowing for learning.</i></p> <p><i>Be mindful of listening and guiding discussion rather than setting the agenda. Let mentee drive the process. They need to be in control (with guidance of mentor).</i></p> <p>Mentor – coaching.</p>
--	---

Table 3 identifies which information and skills participants found useful during the workshop. Many participants noted that the strategy such as “the journal” was a vital resource they will use.

Table 4
Self-Assessment Post-Workshop Survey
N: 12

Survey Question	Participants' Comments
<p>5. What strategies were provided to you during this session that you would be able to implement when providing guidance to your mentee?</p>	<p><i>Setting up agreements.</i></p> <p><i>-Journey/ Success: Tools were great</i></p> <p><i>Setting goals.</i></p> <p><i>Conducting the first meeting, goal setting and addressing barriers</i> <i>The tools were excellent. I appreciated the visuals which helped stimulate conversations.</i></p> <p><i>Guide the mentee to find the questions & answers themselves not providing answers.</i></p> <p><i>“Who am I”/ “Focus on success”.</i></p> <p><i>Work to a procedural plan. Reach clear understandings regarding confidentiality. “The journey” diagram was a good discussion starter though it wasn’t easy to complete discussion in time allocated.</i></p> <p><i>In control of schedule, can ask for help when I need it without hesitation.</i></p> <p><i>I can discuss many topics with my mentor.</i></p> <p><i>Strategies on career planning / career success & starting with the personal before moving to the professional.</i></p> <p><i>Strategies- personal strategies- Knowing who I am. Using SWOT for personal & organizational applications.</i></p>

	Flexibility- Adaptability to environment- circumstance.
--	---

Table 4 identified that the majority of respondents agreed that the tools were very useful.

Table 5
Self-Assessment Post-Workshop Survey
N: 13

Survey Question	Participants' Comments
<p>6. Did you have the opportunity to network with other mentor/ees and is there a possibility of formal collaborations to assist in each other's growth? If yes, how?</p>	<p>Propose mid-term reconvening.</p> <p>Yes, it opened possibilities with Kaltura & Euraw film.</p> <p>Yes a little- lots of crossover in the room especially on violence issues, but we didn't round that off.</p> <p>I would like to! 68guler@gmail.com. Please pass on my email as 3 other mentees are working on family violence topic for White Ribbon day.</p> <p>Yes, similar projects.</p> <p>Yes, I did connect with some other people I the room & joined some dots.</p> <p>Yes, some common interests and projects quickly identified.</p> <p>Yes, good to have a break in between.</p> <p>I have not had the opportunity to meet other mentor/ mentees. I would love to collaborate with others.</p> <p>Yes, I already got some good answers.</p> <p>It is great to work in pairs & have the mentor/ mentee relationship.</p> <p>No.</p> <p>Yes, in one on one discussion.</p>

Table 5 shows several participants identified networking opportunities.

Table 6
Self-Assessment Post-Workshop Survey
N: 12

<i>Survey Question</i>	<i>Participants' Comments</i>
<p>7. In what way could this information session be improved?</p>	<p>Feedback.</p> <p><i>No, I liked the graphics</i></p> <p><i>More time to follow up with fellow mentees for peer feedback.</i></p> <p><i>As mentioned, I felt the pace was a little slow and we spent a bit long on introductions to ECCV & Leadership Victoria. Perhaps separate sessions for mentees/ mentors half way through.</i></p> <p><i>I'm happy & grateful for the support.</i></p> <p><i>Less chat about what it is and more about how to collaborate with the mentor.</i></p> <p><i>I thought it was pretty good- can't suggest any obvious improvements.</i></p> <p><i>Pre-ask some questions so that some discussion can happen during the session.</i></p> <p><i>Just for me to become a mentor or mentee. The sessions were useful.</i></p> <p><i>I think the session was really useful and great, well structured, clear content. Maybe in the future you can invite mentor and mentee to share their journey.</i></p> <p><i>Dim lights might make people sleepy.</i></p> <p><i>Can't think of any.</i></p>

Table 6 identifies ways in which the session could be improved.

Table 7
Self-Assessment Post-Workshop Survey
N: 7

<i>Survey Question</i>	<i>Participants' Comments</i>
8. What other topics or information would be useful to you as a mentor/ ee?	<p><i>Sharing structural information</i></p> <p><i>Tools on organizational planning! E.g. a basic business plan.</i></p> <p><i>Guidance on accessing other people's knowledge base.</i></p> <p><i>Previous successful examples.</i></p> <p><i>It would have been helpful to have a guide chart before the meetings about who I was matched with.</i></p> <p><i>Where to find information.</i></p> <p><i>Clearer case studies.</i></p>

Table 7 identifies useful topic raised by participants.

Table 8
Self-Assessment Post-Workshop Survey
N: 13

<i>Survey Question</i>	<i>Participants' Comments</i>
9. What have been your favorite three things about this session?	<p><i>Good pace- relaxed/ non-prescriptive.</i></p> <p><i>Graphics and images. Interactive. Nice and welcoming atmosphere.</i></p> <p><i>The Handouts. Visual mentoring.</i></p> <p><i>Connecting with my mentee & sharing expectations. Guidance from Denis on an effective mentee/ mentor relationship. Leenie's illustrations!!</i></p> <p><i>Leenie- pictures on board.</i></p> <p><i>Leenie's enthusiasm/ energy. Diagrammatic discussion/ structures. Participation of ECCV staff.</i></p> <p><i>Engaging facilitators. Good materials.</i></p> <p><i>Partly ECCV staff. Interesting topics. Mentor/ mentee conversations.</i></p> <p><i>Practical tools. Clear difference between mentor and coach role. Key aspects to building a healthy mentorship.</i></p> <p><i>Leadership Victoria presentations. Workshops. Networking over coffee.</i></p> <p><i>Meeting ECCV staff members. The presentation by the project officer.</i></p> <p><i>Opportunity to hear from other experiences. Opportunity to work with team members. Hearing from an experienced facilitator.</i></p> <p><i>The drawing of the coaching guide's questions.</i></p>

Table 8

Self-Assessment Post-Workshop Survey

N: 15

Survey Question	Participants' Comments
10. How did you find out about this mentorship program?	<p>ECCV. Thank you Leenie. ECCV. <i>Through Leenie/ Sisterworks.</i> <i>Multicultural Arts Vic- Newsletter via email.</i> <i>Online.</i> <i>Through ECCV office staff.</i> ECCV. <i>Online.</i> <i>Direct information from ECCV.</i> ECCV. <i>Am part of the Futures projects advisory board.</i> <i>Staff promotion.</i> <i>From ECCV.</i> <i>Thanks Leenie.</i></p>