Lessons from a sector-wide mentoring programme

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Why a sector-wide mentoring approach?

Why sector-wide mentoring?

- The need for more dialogue, closer working and to share learning between key humanitarian and development organisations globally.
- Difficulty in developing technical skills and establishing leadership support/development out in the field
- A desire to increase the use of, and skills in, mentoring within the sector

Year 2016

…A Coffee Shop somewhere in London

Today we will cover
- More about how the programme originated
- Its development and growth including the design factors and best practice in mentoring
- Lessons learned, both good and bad
- Time for questions

AIM OF PILOT PROGRAMME: To support leadership and management development in the humanitarian sector through a cross-organisation approach

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Quick Overview

- **2016**; pilot programme 11 pairs from 6 organisations

- **2017**: 40 pairs from 10 organisations across 27 countries

- **2018**: target of 50 pairs from 10 organisations

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Participating organisations so far

Creativity & Innovation

- A first for the sector

- Due to the nature of programme (being across the globe and across organisations) technology has to be embraced

- Creating and running a programme with limited resource

Key Elements of Good Mentoring Design

The Programme Design 2016/17

- Mentees and Mentors selected by participating organisations
- Traditional matching took place
- Introduction Webinar and Temperature check webinars were given throughout
- Different locations and different organisations = mentoring sessions via various virtual platforms such as Skype

Key Highlights from 2017 Evaluation Survey

- Both mentors and mentees thought the success of the programme was due to the diversity in the sector
- The mentees overwhelming looked at the matching as essential. Whereas the mentors, viewed aspects of the sessions and the attitude of the mentees essential.
- Mentees overwhelming felt they were matched up well.
- The majority of mentees and mentors felt the webinar was helpful.
- Majority of mentees feel mentoring benefited their career
- Majority of mentors would continue to be a mentor in the future

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Lessons Learnt

- How to run a successful programme of this nature, including; programme structure and management, information provision, matching mentors & mentees, mentor engagement & support, and monitoring and evaluation
- The level of commitment, resource and leadership needed to make it successful
- The importance of both mentoring best practice & sector understanding in running the programme
- What's needed for running a sustainable mentoring programme at increasing scale

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What makes the 2018 Pilot Different?

- Piloting new technology alongside traditional matching
- Looking at what we can do for Mentors Development
- Being very clear of what is expected by who (L&D Mentoring Steering Group, Mentees, Mentors, Participating Organisations, etc.)
- Being clear around terminology and wording in application → Creating sector-wide terminology
- Create a resource bank for mentees and mentors
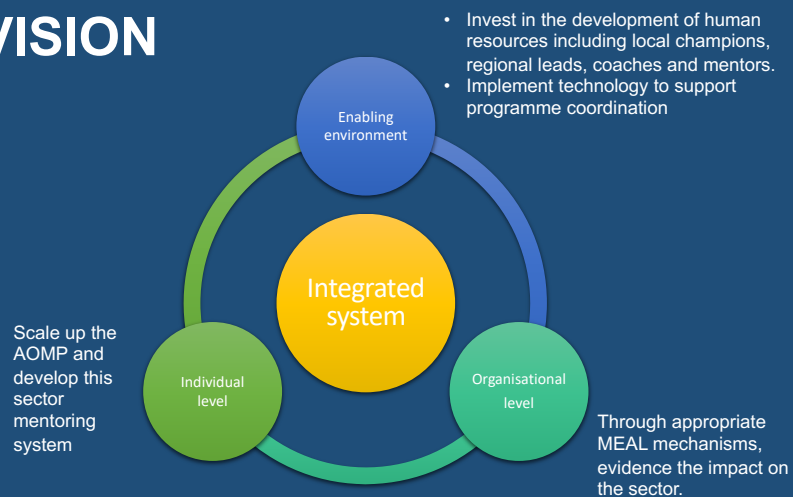- Develop an M&E Framework before programme starts

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VISION

- Invest in the development of human resources including local champions, regional leads, coaches and mentors.
- Implement technology to support programme coordination

Enabling environment

Integrated system

Individual level

Organisational level

Scale up the AOMP and develop this sector mentoring system

Through appropriate MEAL mechanisms, evidence the impact on the sector.

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Your questions?

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"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." –Margaret Mead

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