



AUSTRALIAN

EVALUATION

SOCIETY



Improving the theory, practice and
the use of evaluation



Committed to Mentoring

AES GROUP MENTORING PROGRAM 2022

Presented by

Julie Elliott and Jill Thomas on behalf of the AES Mentoring Working Group

We would like to acknowledge this land that we meet on today which is the traditional land for Kurna people, and that we respect their spiritual relationships with their country.

INTRODUCTIONS

AES Mentoring Working Group



Jill Thomas



David Turner



Julie Elliott



Sonia Battye

(Project Officer)



Fran Demetriou



David Roberts

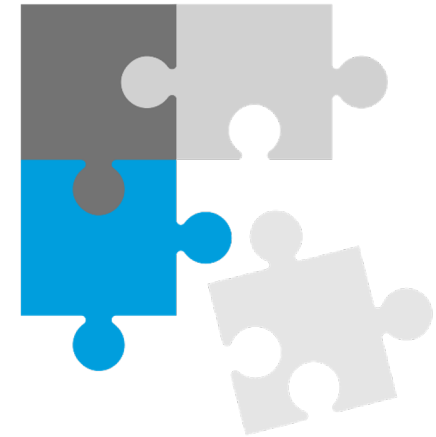


Martina Donkers

Committed to Mentoring

What this session will cover

1. Background and overview of the AES Mentoring Program
2. Program description
 - Program theory
 - Mentors and Associate mentors
 - Relationship expectations
3. Evaluation of the program
4. Mentors' experiences
5. What's Next?
6. How you can become involved
7. Questions



BACKGROUND TO THE MENTORING PROGRAM

- A response to member need and demand expressed in recent membership surveys
- Developed by the AES Working Group in consultation with the AES Fellows, the Pathways Committee and AES members
- Program is intended to support mentee's professional development and growth as evaluation practitioners
- Pilot 2021

PROGRAM OVERVIEW

What is “group mentoring”?

- Peer support and networking
- Shared goals

How is it being delivered?

- Online via Zoom
- Co-designed format by mentors and mentees
- Monthly meetings (approx. 90 minutes)
- Mentoring journal
- Six months: commencing May 2022 and ending in October 2022
- **How did we select participants?**
 - Two round selection process
 - Working group shortlisted applicants and mentors made final selection

PROGRAM THEORY

Resources

Mentoring Program Committee
Guides and promotion
Participants; Mentors & Mentees
Mentor support meetings
Online platforms

Mechanisms of change

Conversations where experience and expertise is shared
Setting and working towards goals
Active self reflection
Engaging and contributing to the group

Outcomes

Increased confidence, skills and knowledge
Sustainable pool of mentors
Peer support and communities of practice

Mentoring Groups

Alan Woodward

Can Evaluators Solve All The World's Problems – and if so, how?



Mentoring Groups

Rick Cummings & Dorothy Lucks

Public Policy Evaluators – PPE!



Mentoring Groups

Julian King & Heidi Peterson

Evaluation and Value for Money



Mentoring Groups

Judy Oakden & Anne Stephens

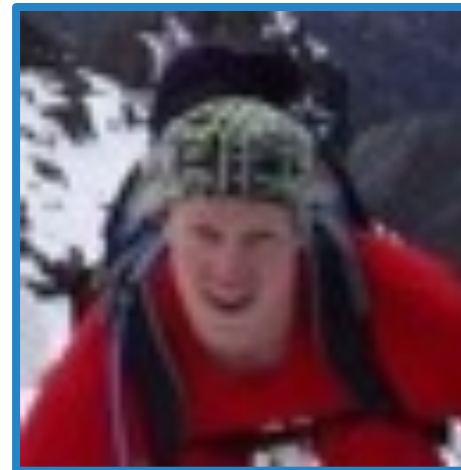
Managing evaluation in complexity: linking theory and practice in our choices



Mentoring Groups

Duncan Rintoul & Liam Downing

ECB United



TRADITIONAL MENTORING RELATIONSHIP

M e n t o r s	Share experiences and provide practical advice	M e n t e e s	Identify own personal goals, objectives and motivations
	Assist mentees to set achievable goals		Attend and actively participate
	Assist mentees to plan for success		Attempt pre or post tasks
	Provide advice and guidance as required		Reflect on their journey and apply ideas
	Reflect on progress		Track and communicate progress
			Communicate and work through challenges

ONLINE GROUP RELATIONSHIPS

Mentors	Make use of online tools to nurture group interaction and responsiveness	Associates	Support the mentor to convene conversations that contribute to how mentees approach their practice and their ongoing professional development	Mentees	Pay attention to the twists and turns of an extended online group conversation over six months
	Facilitate interaction and a mutually supportive group dynamic		Role model how mentees can actively participate		Contribute to collaborative group dynamics
	Create opportunities for mentees to sharpen their communication skills and build peer relationships		Support mentees to forge connections between meetings		Forge connections to find new evaluation buddies
Contribute to Monitoring and Evaluation					

EVALUATING THE MENTORING PROGRAM

Mentors and mentees are expected to:

- **Participate** – surveys and focus groups
- **Respond** – to emails and invitations
- **Commit** – time and energy to the evaluation when asked

Evaluation Team



Jill Thomas



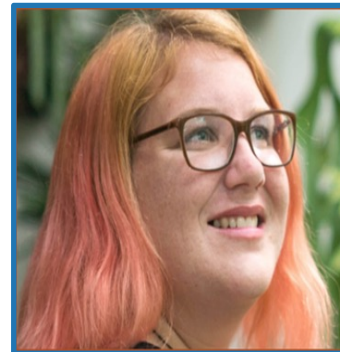
David Turner



Julie Elliott

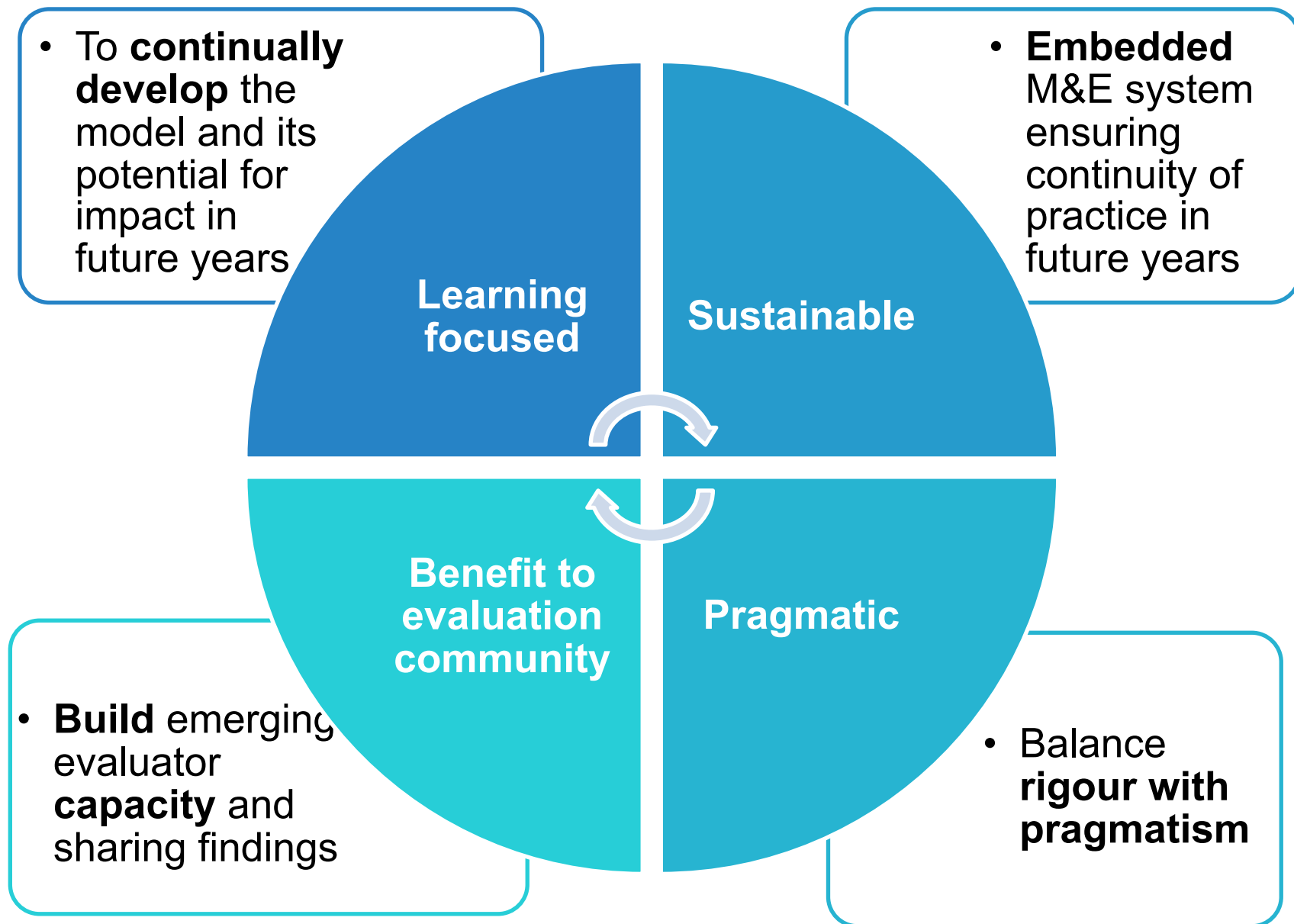


Susan Garner

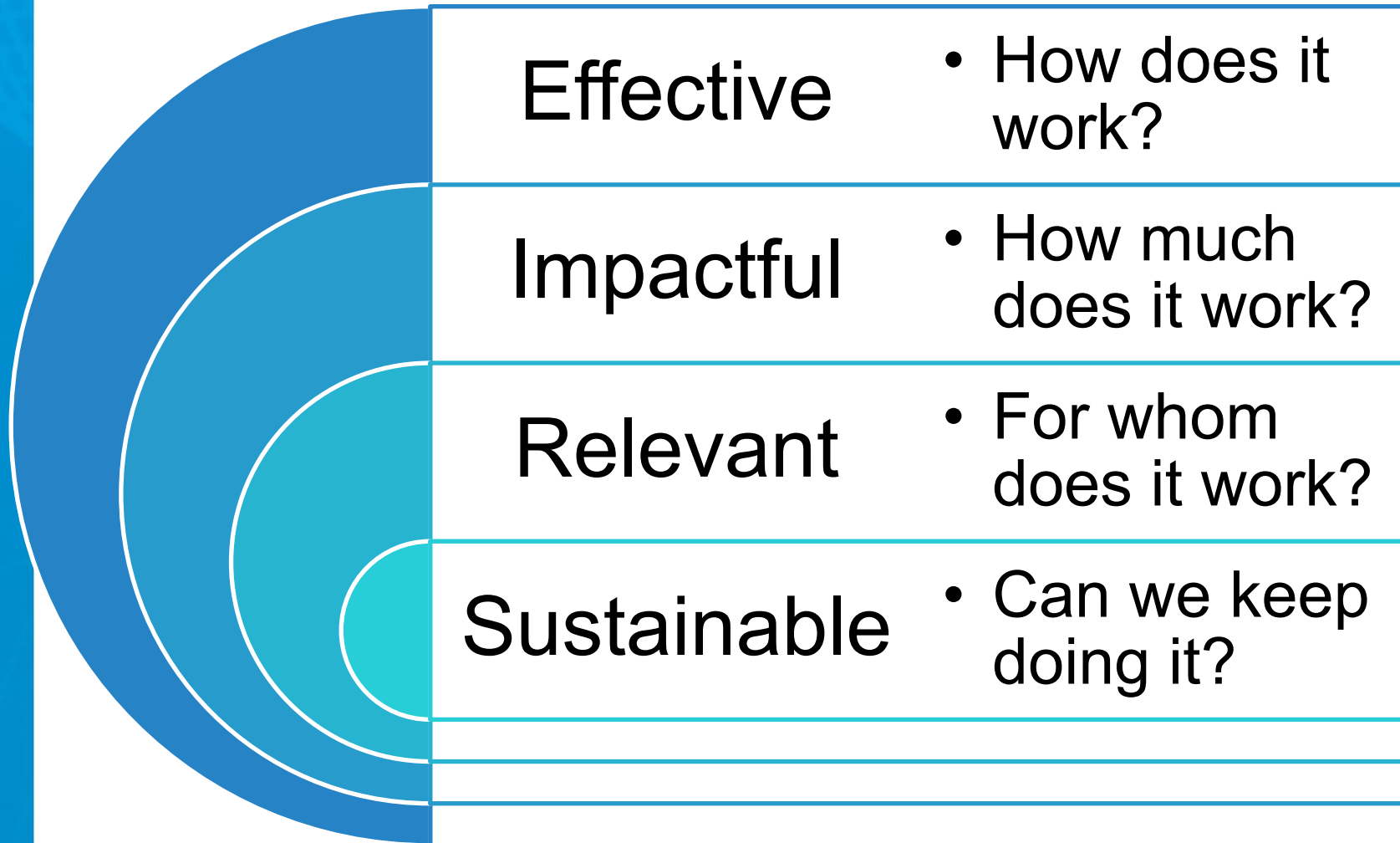


Martina Donkers

Evaluation Principles



Criteria of Merit



Data collection

**Mentee expression
of interest forms**

**Bi-monthly mentee
pulse surveys**

Mentor surveys

Focus groups

Interviews

Mentors' experiences

*"Great engaged group.
Enough structure to
'scaffold' sessions a bit
(balanced with enough
un-structure to respond to
emergent stuff."*

*"My relationship with
my associate mentor is
great and we have
supported each other
well."*

*"I'm learning so much
from the mentees and
associate mentor, it's just
been fabulous to be part
of it."*

Mentors' experiences

"Sometimes people might feel they weren't senior enough...to be a mentor but that doing it with somebody else took off some of that pressure...hopefully that encourages others to put their hand up knowing they wouldn't be doing it on their own."

"I wasn't sure I would be a good fit, Julie persuaded me and gave me a soap box to talk about things I like to talk about."

"By the 6-month point we will feel like we're just getting started"

Mentee's experience

"...very happy with my chosen group mentor, who is proving to be an amazing mentor, with great wisdom, humanity and practicality"

"the networking is so valuable. It has taken me by surprise, how much I would enjoy this...the group are very knowledgeable...we share so many similar experiences"

"It is so lovely to have such a (rare for me) opportunity to be in a group of like-minded evaluation peers where everyone is genuinely interested in evaluation"

What's next

2022 Program

- Monthly group mentoring sessions until October/ November
- Groups self-organise their out of session communication
- End of program closing session
- Mentors monthly COP sessions

Evaluation

- Data collection, analysis, synthesis and reporting

Planning for 2023

How you can become involved in 2023

You could be a:

- Mentor
- Mentee
- Member of the working group
- Member of the evaluation team

If you are interested or you would like to recommend someone:

Talk to us at the conference

Email: mentoring@aes.asn.au

QUESTIONS?

