

Evaluation of Learning Exchange Mentor

MENTOR	Name	
	Position	
	Organization	
MENTEE	Name	
	Position	
	Organization	

Purpose: Learning exchanges are an important tool of PIMPAC to deliver technical and organizational assistance utilizing the concept of “learning by doing” rather than traditional training. These learning exchanges by their very nature are decentralized, based on a relationship that develops between the “mentee” and the “mentor.” We would like to maintain the decentralized and individualized nature of the Learning Exchange program, but at the same time, learn lessons from exchanges completed to date.

This evaluation format is designed to promote a thoughtful conversation among the Mentor, the organization or program receiving assistance, and PIMPAC personnel involved in partnership development and organizational effectiveness. The objective is to gain information that will help us do a better job in the future of:

- **recruiting** the best possible Mentors, and **matching** needs of PIMPAC Members and their organizations appropriately with skilled Mentors
- **assisting in preparation for Learning Exchanges**, by providing information and supporting contact between Mentors and Mentees; making sure that objectives are clear and consistent with the time, resources, and skills available
- **recognizing** potential difficulties and working to mitigate them
- **supporting** mentor and mentee with adequate technical and logistical back-up if needed
- **assuring adequate follow-up**
- **assessing** the impact of the learning exchange from both the Mentee’s and Mentor’s perspectives

QUESTIONNAIRE	
Please respond to any of the following that apply	
I. Selection	
Was it a good match in terms of the personalities of the PIMPAC member / organization and yourself?	
Do you feel your expertise was relevant to address the issues of the PIMPAC Member / organization?	
Thinking back on any conversations you might have had in planning for the Learning Exchange, are there issues of substance or style in choosing the Member/ organization that you would have liked to discuss more fully before	

making a commitment?	
II. Preparation	
Did you have enough information to prepare adequately? Are there any instances of things you would have liked to know before beginning?	
Did the PIMPAC Member have realistic expectations of what could be accomplished?	
Did you feel your expertise was relevant in the cultural context of the PIMPAC Member?	
Do you have any suggestions to improve our job of helping partners prepare to take full advantage of short-term assistance of this type?	
III. Support from the Learning Exchange Program	
Did you get the help and back-up you needed?	
Was the agenda prepared adequately to meet the objectives?	
IV. Outcomes	
Were the original objectives achieved / did the objectives turn out to be reasonable and do-able? If you changed or added any objectives, please give us the new ones.	
What is your overall level of satisfaction with the experience? Was the work interesting and challenging for you? Would you do it again?	
V. Unforeseen Outcomes	
Please take a moment to let us know of any benefits to you or your organization that you could not have predicted, but that resulted from this Learning Exchange. For instance, do you find yourself working in any sort of an advisory or assisting capacity to other international conservation program, because of your experience	

during this Learning Exchange?	
VI. Follow-up	
What actions still need to be taken by you, the PIMPAC Member and/or PIMPAC?	
VII. Suggestions and recommendations	
What can any of the parties do to make these Learning Exchanges more effective and rewarding to everyone involved?	
Bearing in mind the outcomes achieved, do you feel that the level of effort and expense of the assignment were reasonable? If not, would there be a more efficient way to achieve similar outcomes?	
VIII. Will you give us a testimonial?	
Potential future Mentors are always interested in learning how a Learning Exchange can help them in their home program. Any remarks concerning how this Learning Exchange helped you develop new skills or ideas or insights would be very helpful. Thanks!	