

## Evaluation of Learning Exchange Mentor

<b>MENTOR</b>	Name	Thomas Gorong
	Position	Community Project Manager
	Organization	Nimpal Channel Marine Conservation Area, Yap FSM
<b>MENTEE</b>	Name	Mallun Talley
	Position	Community representative, Malem Municipal Government
	Organization	Kosrae Conservation & Security Organization (KCSO)

**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

<b>QUESTIONNAIRE</b>	
Please respond to any of the following that apply	
<b>I. Selection</b>	
Was it a good match in terms of the personalities of the PIMPAC member / organization and yourself?	KCSO did a good job in matching me up with Mallun.
Do you feel your expertise was relevant to address the issues of the PIMPAC Member / organization?	I believe so. KCSO has been assisting the Malem community in initial phases of MPA work and I was paired up with a community representative from Malem to help spearhead efforts at the community level.
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	It would have been helpful if background information on the Malem community works could have been shared beforehand and maybe specific questions from the community. This could have tailored the presentation more to the specifics of interest to the Malem community.

making a commitment?	
<b>II. Preparation</b>	
Did you have enough information to prepare adequately? Are there any instances of things you would have liked to know before beginning?	Yes. Share info on Mentee and level/phase of community engagement.
Did the PIMPAC Member have realistic expectations of what could be accomplished?	Yes.
Did you feel your expertise was relevant in the cultural context of the PIMPAC Member?	Yes. Even though Kosrae and Yap differ in their constitutional settings, being a Micronesian myself, always referring them to take the info and apply within their community cultural norms and practices.
Do you have any suggestions to improve our job of helping partners prepare to take full advantage of short-term assistance of this type?	Yes. Providing background info on the Mentee and the work they're doing beforehand would greatly improve presentation and info shared with the Mentee. Make use of as much time of Mentor while on site to spend with Mentee.
<b>III. Support from the Learning Exchange Program</b>	
Did you get the help and back-up you needed?	Yes.
Was the agenda prepared adequately to meet the objectives?	Yes.
<b>IV. Outcomes</b>	
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.	Yes. A new objective was to arrange for the Mentee to visit the Nimpal community and shadow me in my community works to give an overview of the role that I play within our community.
What is your overall level of satisfaction with the experience? Was the work interesting and challenging for you? Would you do it again?	I'm satisfied. If it could have been scheduled for me to spend an additional day within the community with the Mentee, it would have been super. Yes, I am willing to do a learning exchange again.
<b>V. Unforeseen Outcomes</b>	
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	For this exchange, not only was able to connect with the Mentee but also with the Malem community. Not only shared experience with Mentee but also with community group and fielded their questions.

during this Learning Exchange?	
<b>VI. Follow-up</b>	
What actions still need to be taken by you, the PIMPAC Member and/or PIMPAC?	KCSO needs to request follow up assistance for Mentee to visit the Nimpal community and complete the loop of the learning exchange for the Mentee to observe Mentor in action.
<b>VII. Suggestions and recommendations</b>	
What can any of the parties do to make these Learning Exchanges more effective and rewarding to everyone involved?	Start communication between mentor and mentee before learning exchange.
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?	Very reasonable.
<b>VIII. Will you give us a testimonial?</b>	
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!	The learning exchange is very beneficial. It gives me great encouragement in the work that I do for my community. Not only did I share my experience but I also got to learn from other community of their struggles and challenges and the steps they are taking to overcome. The information shared is freely given and community challenged to take it and improve upon it so they can become mentors to other communities.