

# Hydrographic Leaders Programme

## Pilot programme evaluation summary

May 2023



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South West Pacific Hydrographic Commission



# Summary of recommendations

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- Investing in hydrographic leadership development makes a positive contribution to building a leadership pipeline that represents the nations of the region. A leadership programme is part of achieving this.
- A programme needs to be one of a group of activities with this aim and be actively led at the most senior level in the region.
- The core elements of the programme are the right ones. An active and engaged Steering Group, a Programme Convenor, weekly meetings, a mentor programme, workshops focused on behavioural and technical leadership skills, and the opportunity to work together as a group of participants on real issues faced by the region.
- Running the programme online works. A face to face event during the programme would have a significant positive impact on building a participant network and on group and individual learning.
- Maintain a principle of the programme being development focused and not on participant evaluation or assessment.



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# Summary of recommendations

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Recommended programme improvements from the pilot include:

- run the programme over six months and be clearer about participant expectations including time commitment;
- carry out the work of the programme primarily during participant working hours;
- invest more time and activity in supporting the group to get to know one another better;
- include more time on the programme working together on real issues;
- provide more structure and support for the mentor programme.

It is critical that the mentoring programme works for a higher percentage of the group than it did on the pilot. The evaluation data shows that those for whom the programme had a significant impact for the individual and in line with the programme's outcomes had a productive relationship with their mentor.



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## Appendices

1. Theory of change
2. Call for Nominations
3. Questions asked in the end of programme evaluation questionnaire.



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HLP 2.0 - activities	- 2+	1	2	3	4	5	6	7
Establish funding, SG and Programme Convenor								
Agree theory of change and promotional material								
Information and Q&A session for senior stakeholders								
Select participant group and mentors / agree core structure and content and secure contributors to workshops and speaker led sessions								
Assess participants IT capacity and capability / set up IT work space if possible.								
Send participants and mentors programme information about purpose, content, pre-work and expectations of them.								
1 <sup>st</sup> weekly meeting – getting to know one another and our IT platform! Set up whatsapp group.								
Mentor matching		start						
Weekly meetings		2	2	3	2	3	4	
Mentor briefing for mentors and mentees		end						
Leadership workshops* – mapping the field, strategy and behaviour								
Leadership workshops* - technical								
Speaker led sessions								
Mentor check-in								
Group project								
1:1s and questionnaires for assessing learning needs, monitoring and evaluation								
SWPHC21								

\* Greater focus on working together on regional and shared issues