



WYSE
international

Evaluation findings

March 2020

Methodology

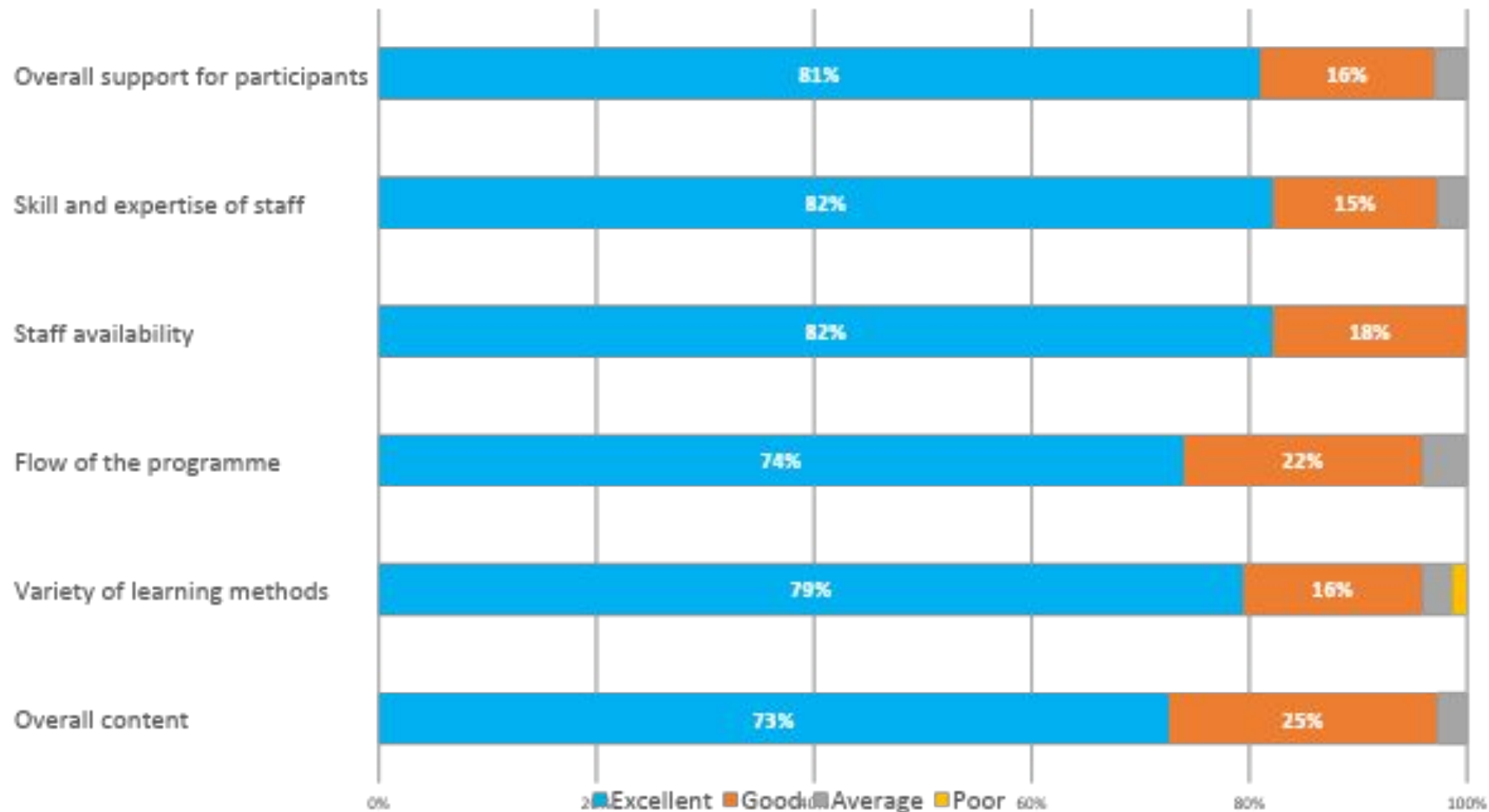


Fields of interest represented

- Academia and research
- Advocacy
- Agriculture
- Animal welfare
- Architecture
- Arts
- Business services
- Coaching and leadership
- Community development and service
- Diplomacy
- Education and teaching
- Environment, sustainability and permaculture
- Facilitation, communication and programme coordination
- Financial Services
- Healthcare and emergency medication
- Human resources
- Humanitarian action and relief response
- Human rights (children's rights, women's rights, labour rights, LGBTQ+ rights)
- International development
- Law
- Photography
- Policy and strategic partnerships
- Science
- Social enterprise
- Wellbeing and mental health
- Writing
- Youth empowerment

Key Findings

How would you rate the programme across the following aspects?



The most useful parts of the programme

Top 5 most useful ways of working:

- Using the coaching model to work 121 (both with professional coach and alumni)
- Working on personal leadership and self-exploration
- Working in home groups
- The multifaceted approach to experiential learning – physical, intellectual, emotional and spiritual
- Working collaboratively with a range of different perspectives, opinions, cultures and backgrounds

Top 5 most useful exercises

- 10-10-10
- Exploring subpersonalities
- Identifying personal values
- The global dinner
- Understanding the mystic leader and the pragmatic leader

Expectations of the programme

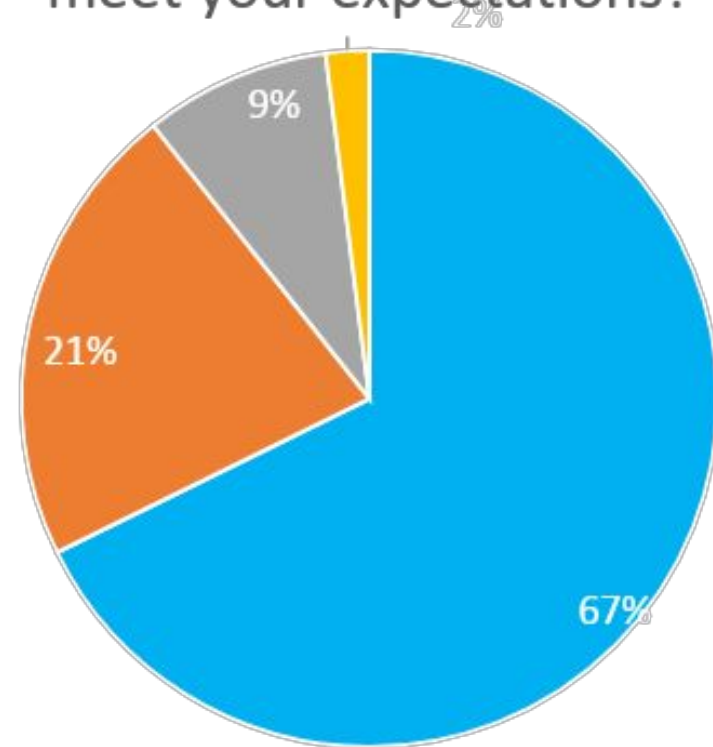
"I was really surprised by the incredible and remarkable organisation of the program. You can see that everything is carefully prepared, carefully organised to allow us to take the most out of it. I wasn't expecting to come home with such a clear and determined plan, with so much energy, with so much hope."

(ILP Kenya 2019 participant)

"I had absolutely no idea what to expect. The programme has opened my eyes to so many new concepts and ideas of leadership. I will never forget this experience and all that I learned. I am extremely thankful for this opportunity."

(ILP Italy 2018 participant)

To what extent did the programme meet your expectations?



- Exceeded my expectations
- Completely met my expectations
- Partially met my expectations
- Did not meet my expectations at all

Personal development

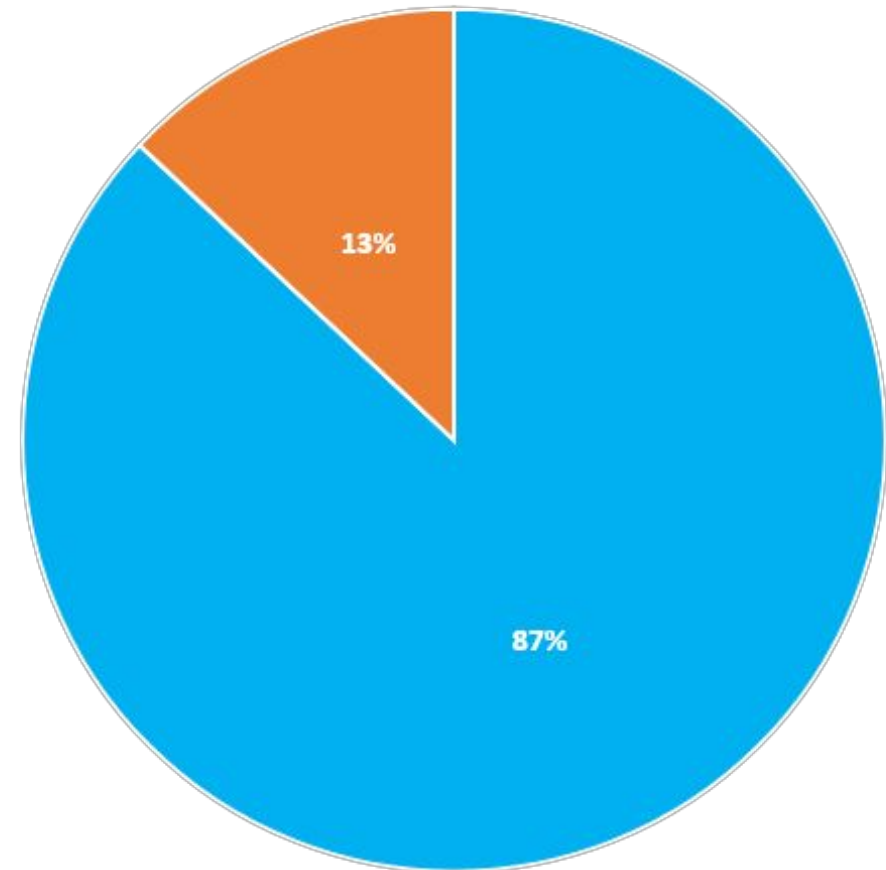
“I feel stronger and more in control of my life on account of the programme. I have tools I can use when life is difficult or I am feeling emotional. I also have a community I can rely on to help me in the continued journey of personal development. I also look forward to helping my community along their journeys.”

(ILP Italy 2018 participant)

“My personal development has always been geared towards finding new practical solutions or skills - new ways of doing the 'how'. But it never took into consideration the 'why' and having the chance to explore it over 12 days has been unprecedented until a few weeks ago - unthinkable!”

(ILP Italy 2018 participant)

How useful was the programme for your personal development?



■ Highly useful ■ Moderately useful

Professional development

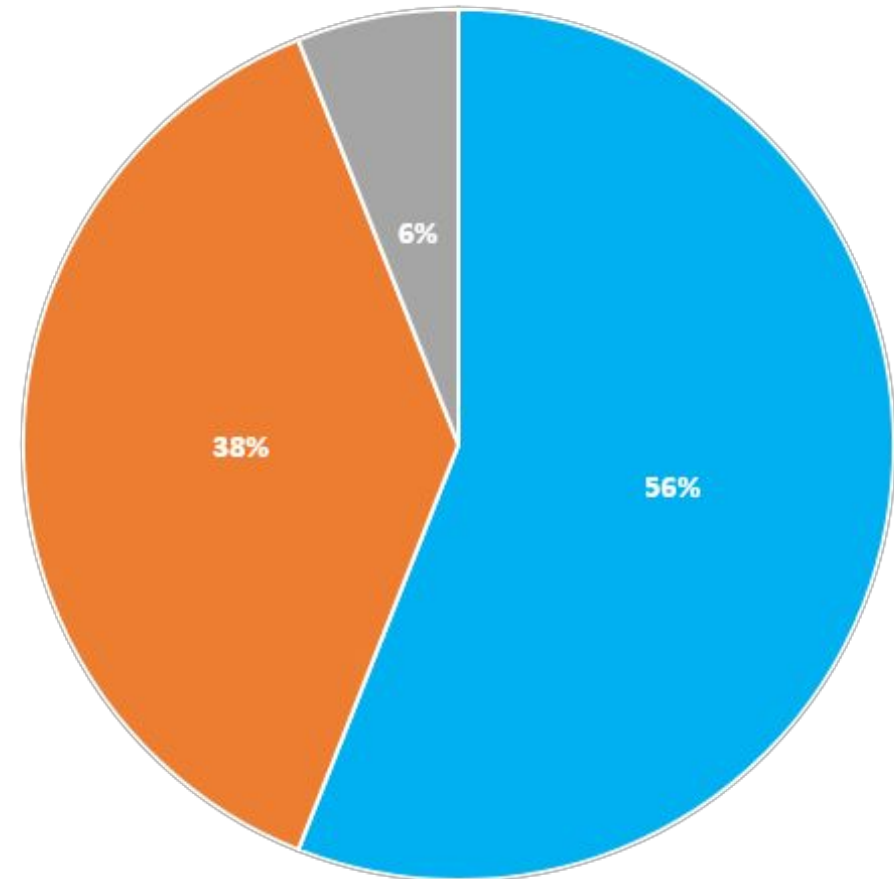
“I understood sub- personalities and how I am able to relate to others. The coaching sessions taught me how I can direct my team members without necessarily giving them direct answers, I learnt the importance of empowering others and celebrating their efforts.”

(ILP Italy 2017 participant)

“Putting into practice the "actions" I've decided to take during the program has allowed me to make important contact inside my community which will help me making the impact I want to make. I don't think I would have ever done it without coming to the programme”.

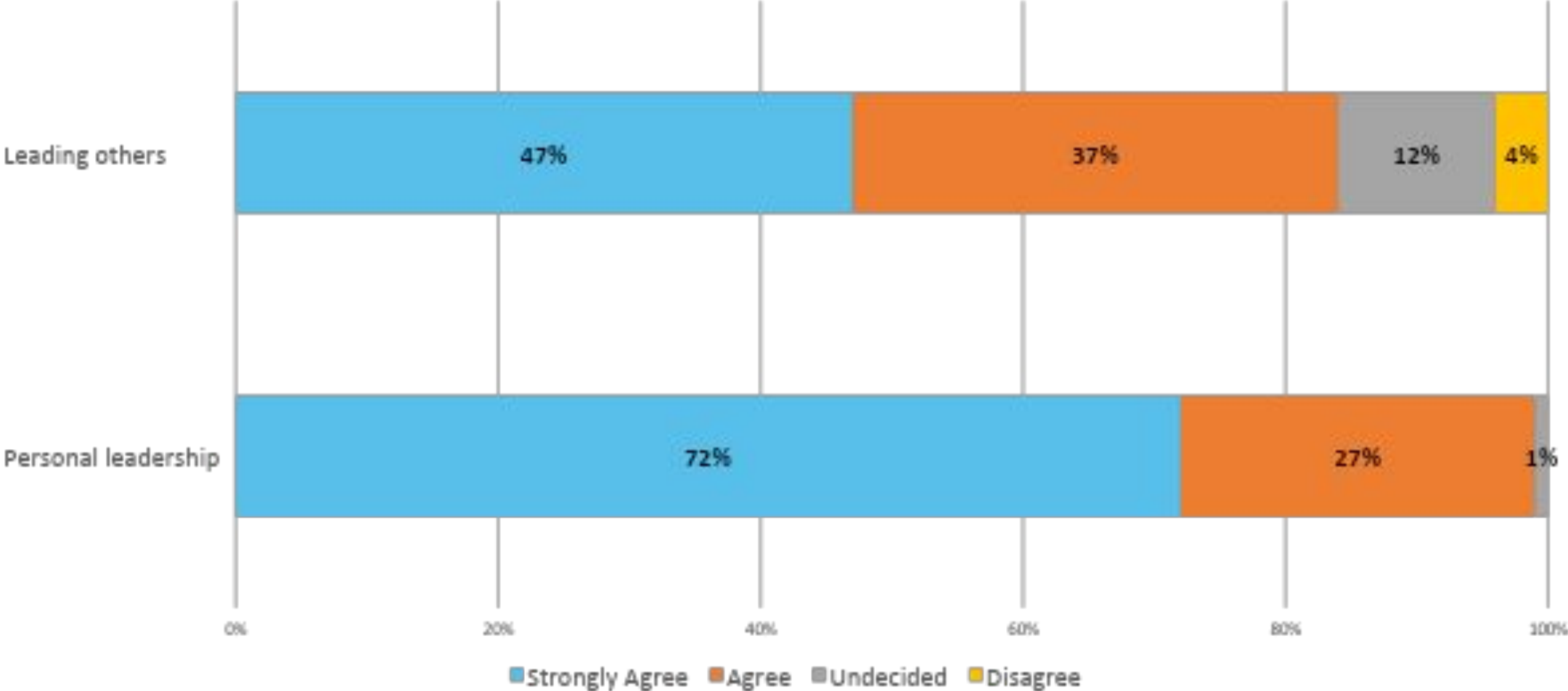
(ILP Kenya 2019 participant)

How useful was the programme for your professional development?



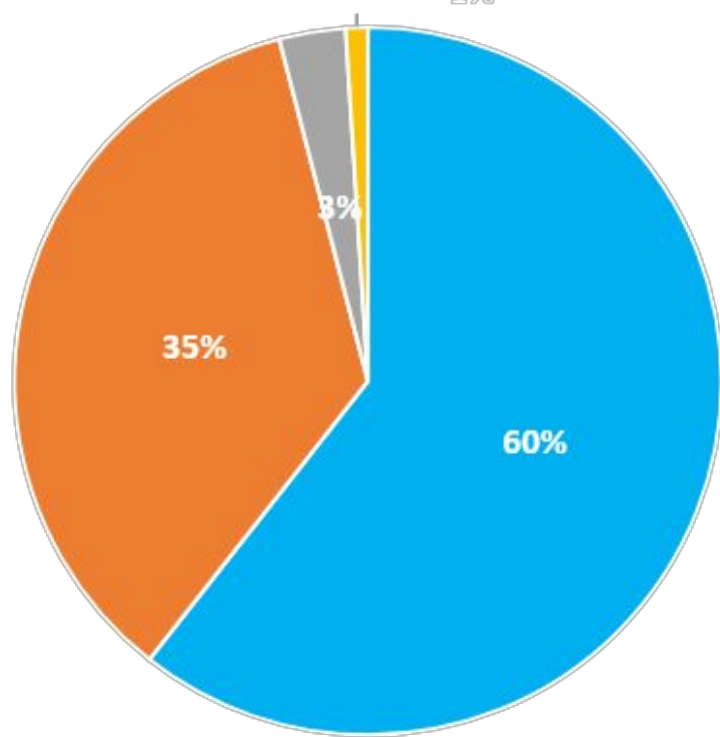
■ Highly useful ■ Moderately useful ■ Other

To what extent do you agree or disagree that the programme can deliver the below leadership skills?



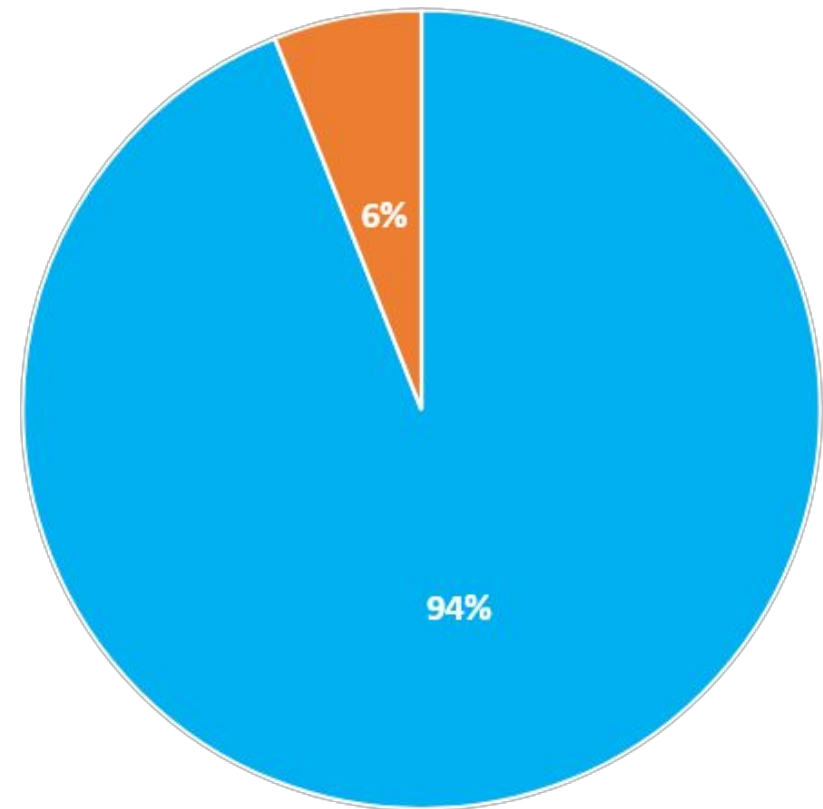
Experiences of the programme

Level of challenge offered by the programme



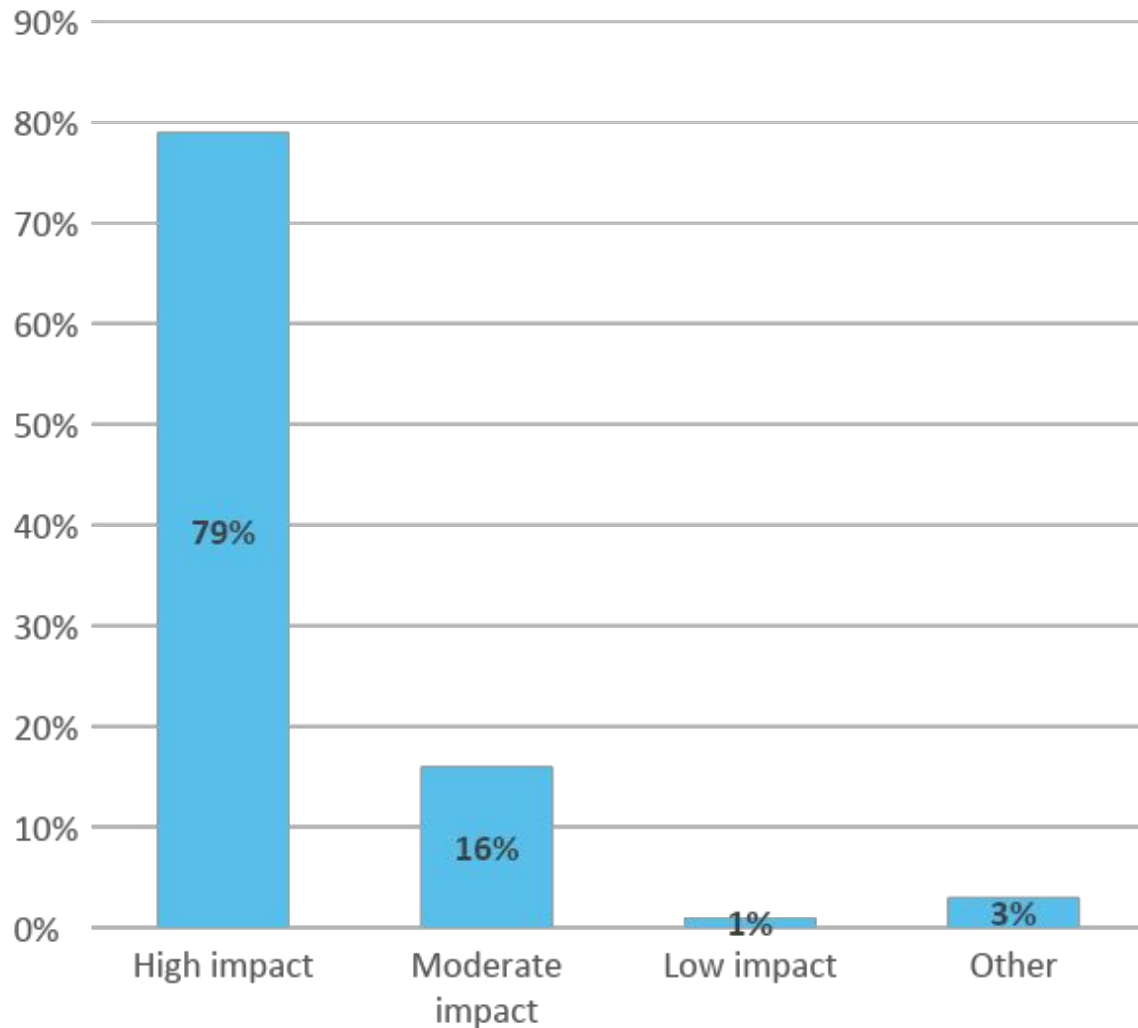
- Highly challenging
- Moderately challenging
- Not at all challenging
- Other

Engaging participants in the learning process



- Highly engaging
- Moderately engaging

The programmes impact on participants



Two dominant themes emerge from participants reflections on the impact of the programme

1) Increased clarity of personal/professional goals and future trajectory

“I was hoping for some clarity and new inspiration. I definitely got that but even more I feel much more confident about myself and the next steps I want to take.” (ILP Italy 2018)

“It pushed me in the right direction and gave me answers I already knew about but were lost in my mind, so it cleared the obstacles and the programme was a stepping-stone for me.” .” (ILP Italy 2017 participant)

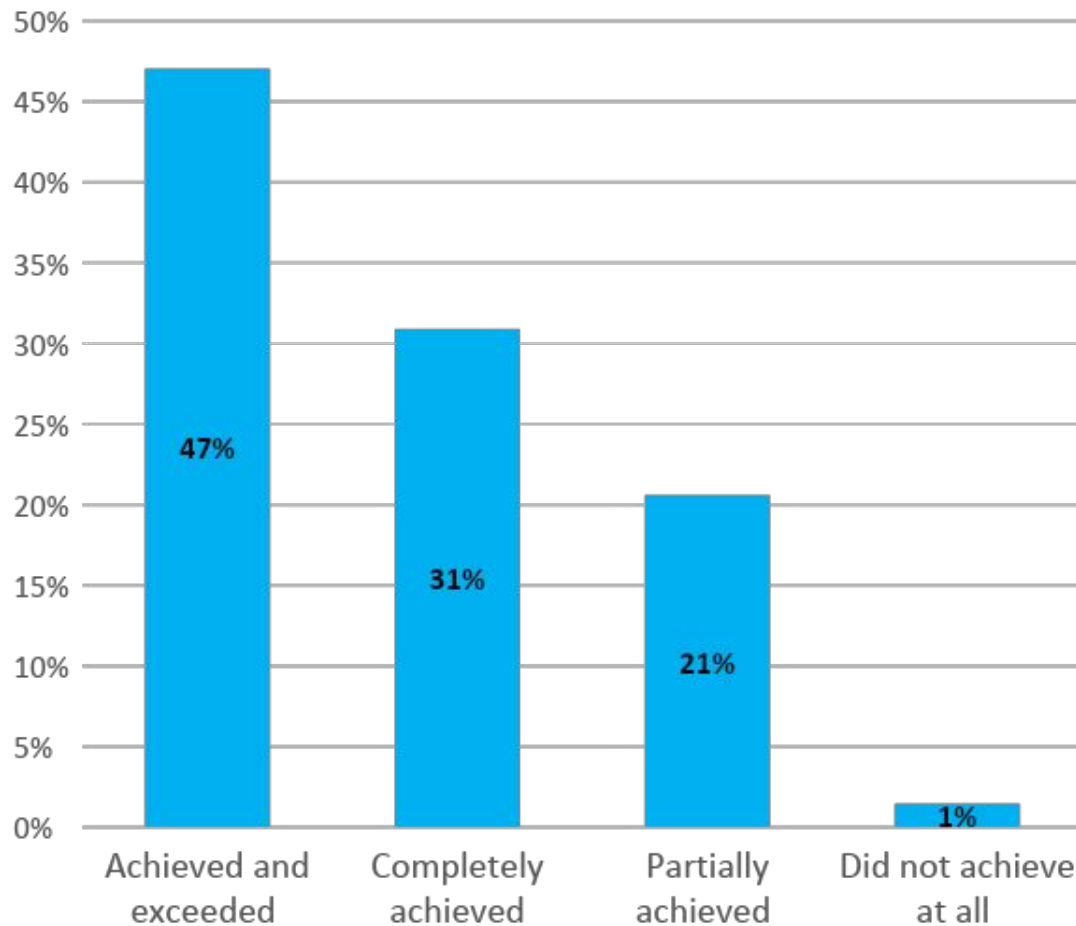
2) Increased motivation to generate positive change

“I feel profoundly different. Uplifted and activated. I want to make positive and proactive decisions about my future and make a difference to the world I live in. I feel back in the driver seat of my life.” (ILP Kenya 2019 participant)

“I left the programme feeling very appreciative of the experience and motivated to extend.” (ILP Italy 2018)

Progress against learning objectives

To what extent did you achieve your personal learning objectives?

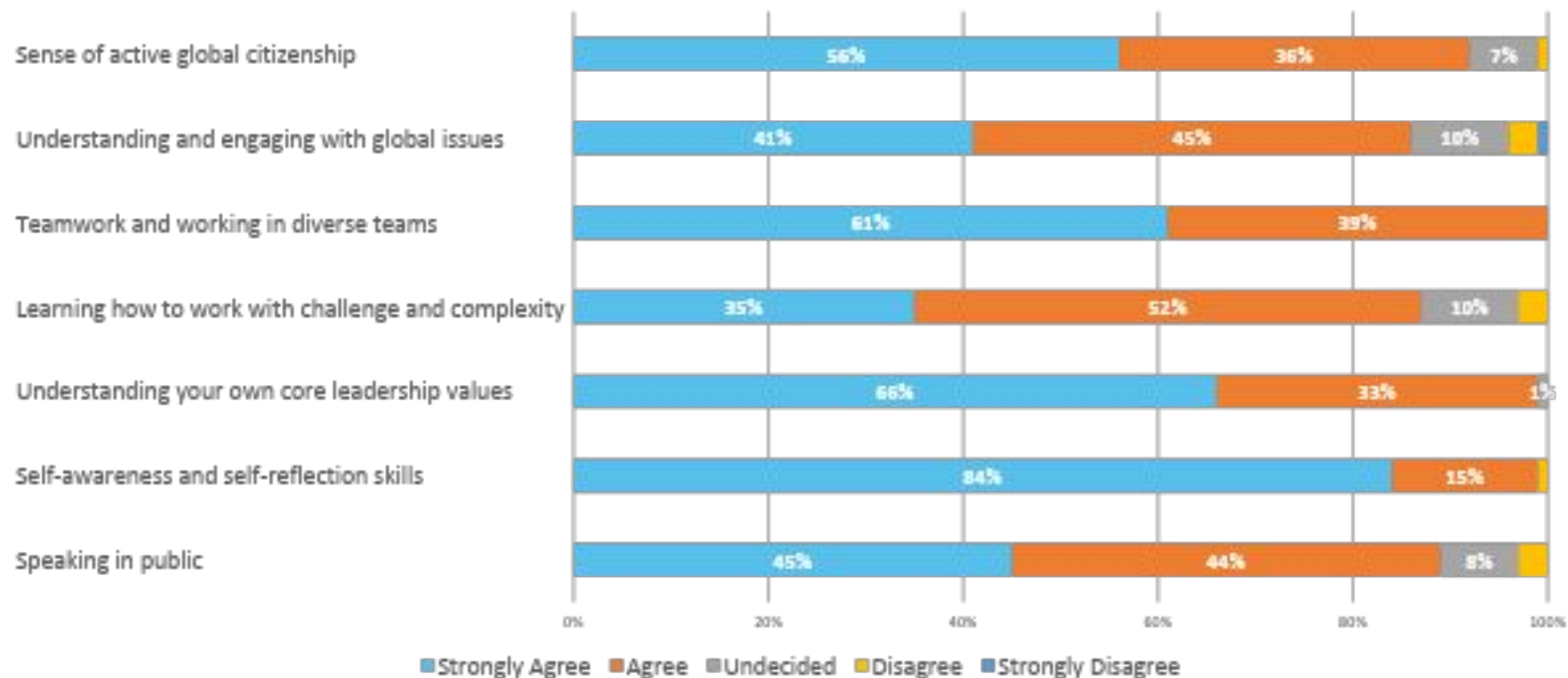


“I initially said that I was looking for clarity on my purpose and mission. I went a long way towards achieving this during the twelve days, and I have continued to work on this over the past weeks with the knowledge and skills I gained.” (ILP Italy 2018)

“I wanted to learn more about myself. I wanted to learn more about the issues in the world. I wanted to learn more about the impact I can have and make for others, and for global issues. I wanted to know how I can understand, develop, grow, and create my own leadership, for not only my benefit but also those around me. This program did all of that, and more.” (ILP Italy 2017)

I had set some fast and short objectives for my self and for my professional life, and slowly I was able to understand and learn many things that helped me to achieve the objectives that I had. (ILP Italy 2017)

To what extent do you agree or disagree that the programme can deliver the below benefits?



Three emerging outcome areas

1) Increased clarity on individual purpose and direction

“I wanted to find more meaning and to take control of my life purpose after some time of feeling lost and reactive. I am delighted with the results of the programme and committed to taking the actions required to move forward in a positive manner.” (ILP Kenya 2019 participant)

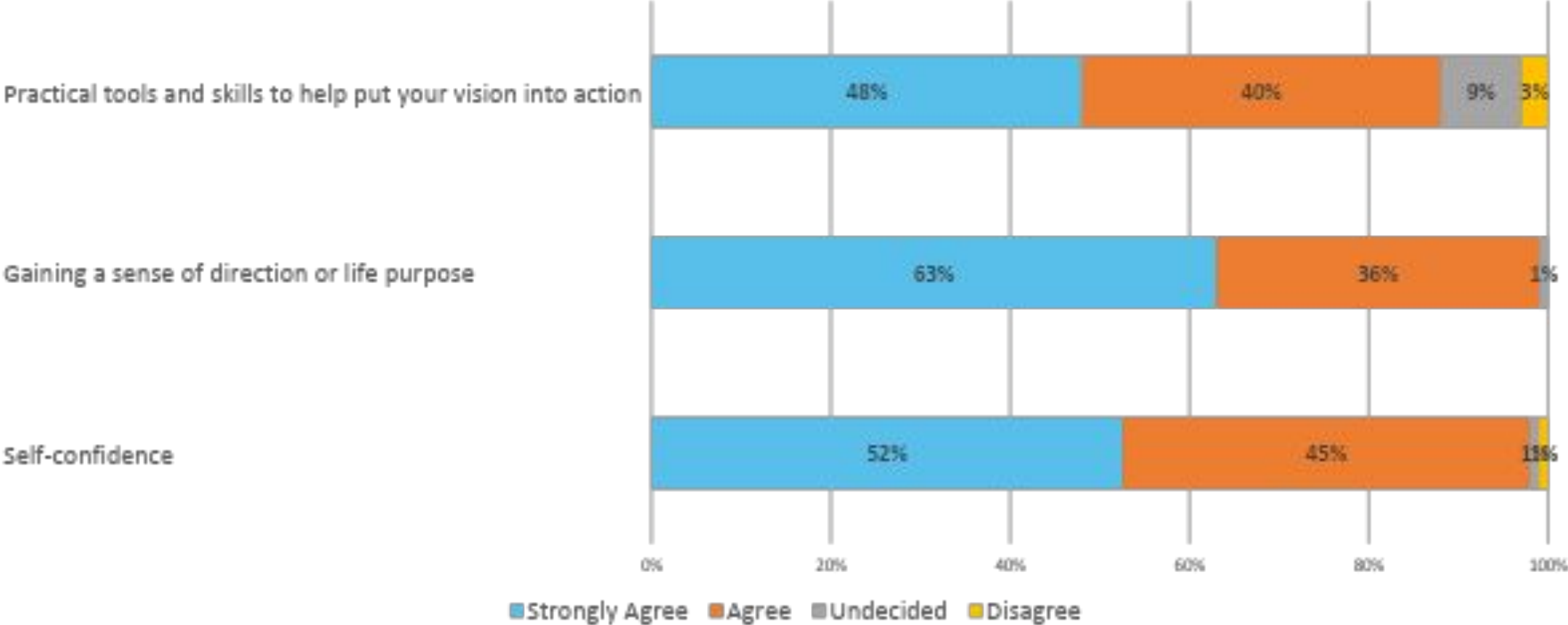
2) Increased self-confidence

“I have gained much more self-confidence, I know what I want and what I have to do to get there but especially I know that I can do it.” (ILP Italy 2017 participant)

3) Increased knowledge and skills

“It was so amazing and I will use all skills and knowledge I’ve received to move forward in my life.” (ILP Italy 2018 participant)

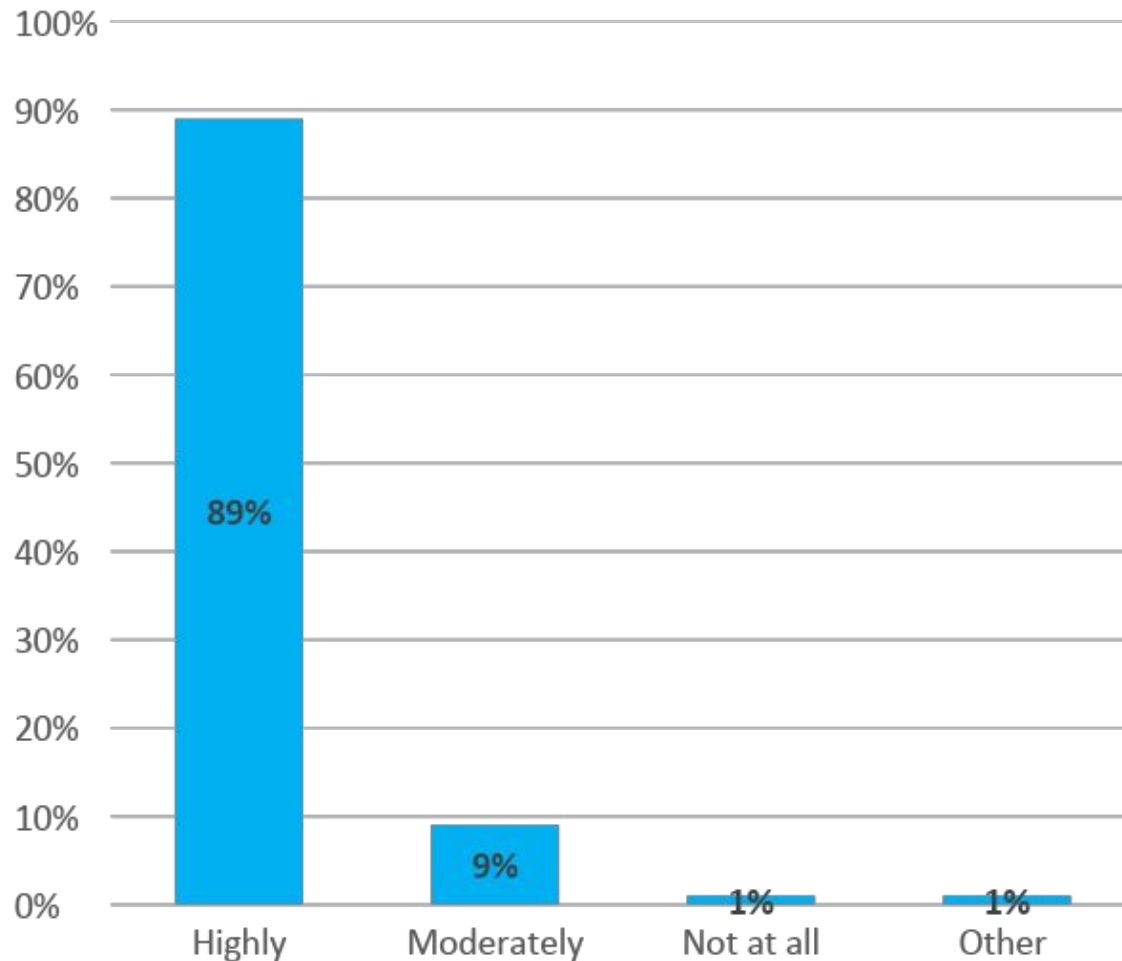
Three emerging outcome areas (2)



Insight into programme delivery



Professionalism with which the programme was conducted



The majority of participants rated the programme as 'highly professional'. Many participants also reported feeling like the professionalism was coupled with a friendly and natural environment.

"I loved the professionalism that the programme was conducted in but more over the human element that the coaches always portrayed and the unity that was cultivated." (ILP Brazil 2019)

"The staff were very professional at all times but also they were human and relatable." (ILP Italy 2018)

"The program was conducted in a highly professional manner while creating a friendly and pleasant environment." (ILP Italy 2017)

The unique quality of the programme

The programme was particularly praised for its unique approach to leadership development. Many participants noted how the programme was distinct from any programme they had attended in the past:

“It was extremely impressive. Having been on a number of corporate leadership programmes this was something else altogether! I loved it!” (ILP Kenya 2019)

“I was hoping that this programme would be different from any leadership training I had ever attended. Indeed it was different because I had to for the first time look at leadership from the point of view of leading myself first to be able to lead others.” (ILP Brazil 2019)

“I initially thought that this programme would help me become a better leader at my workplace. However, it slowly emerged that this is about me and my contribution towards making the world a better place.” (ILP Italy 2018)

Participants particularly valued the different modes of learning used to deliver the programme and some participants noted how they learnt from exercises that they hadn't expected to find helpful:

“The fact that different learning methods were applied made the programme suitable for all the participants and opened my mind to methods that I was not aware of and that I actually found very useful.” (ILP Italy 2017)

“I really loved the learning methods, because the participants were part of them. I enjoyed how the information were transmitted to us, sometimes they have been shared by other participants, not only from trainers.” (LP Brazil 2019)

“The course uses a very wide range of learning methods to ensure that all learning and development styles are catered for” (ILP Italy 2018)

The unique quality of the programme (2)

Linked to this point about different learning styles was a theme around accessing knowledge and skills that already existed. In the qualitative responses, many participants commented on how the way the programme was delivered allowed them to harness the potential that already existed within them rather than acquiring new knowledge external to them:

“This programme exceeded my expectation because it was able to make me aware of myself and my potential. It pushed me to think deeper, be able to ask questions and provide feedback to fellow participants without being judged. There was so much room to explore different skills that I possess. It was in complete contrast to other leadership programmes which I have attended” (ILP Kenya 2019)

“The ILP programme helped me find my own answers. I am currently trying to maintain my high spirit with which I left the programme, I know it's within me.” (ILP Brazil 2019)

Programme Value



Programme value

“There is no price tag to such excellence, my only wish would be to see such being implemented to schools, this could do the world a lot of good.”

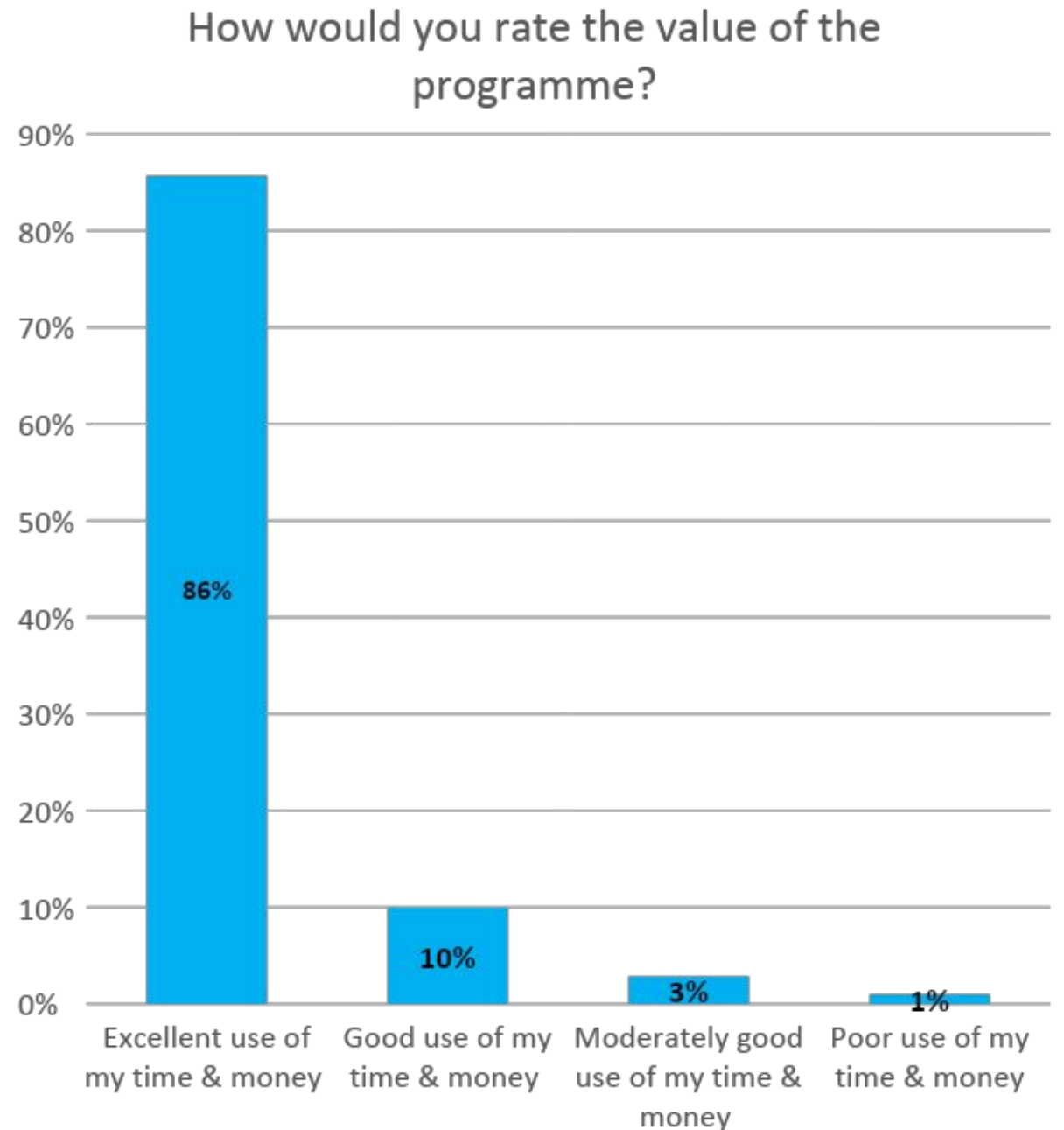
(ILP Brazil 2019 participant)

“You couldn't put a price on the richness of this programme, I am still processing everything I learnt and I know I will be for a while to come. It was the best experience I have ever had.”

(ILP Italy 2018 participant)

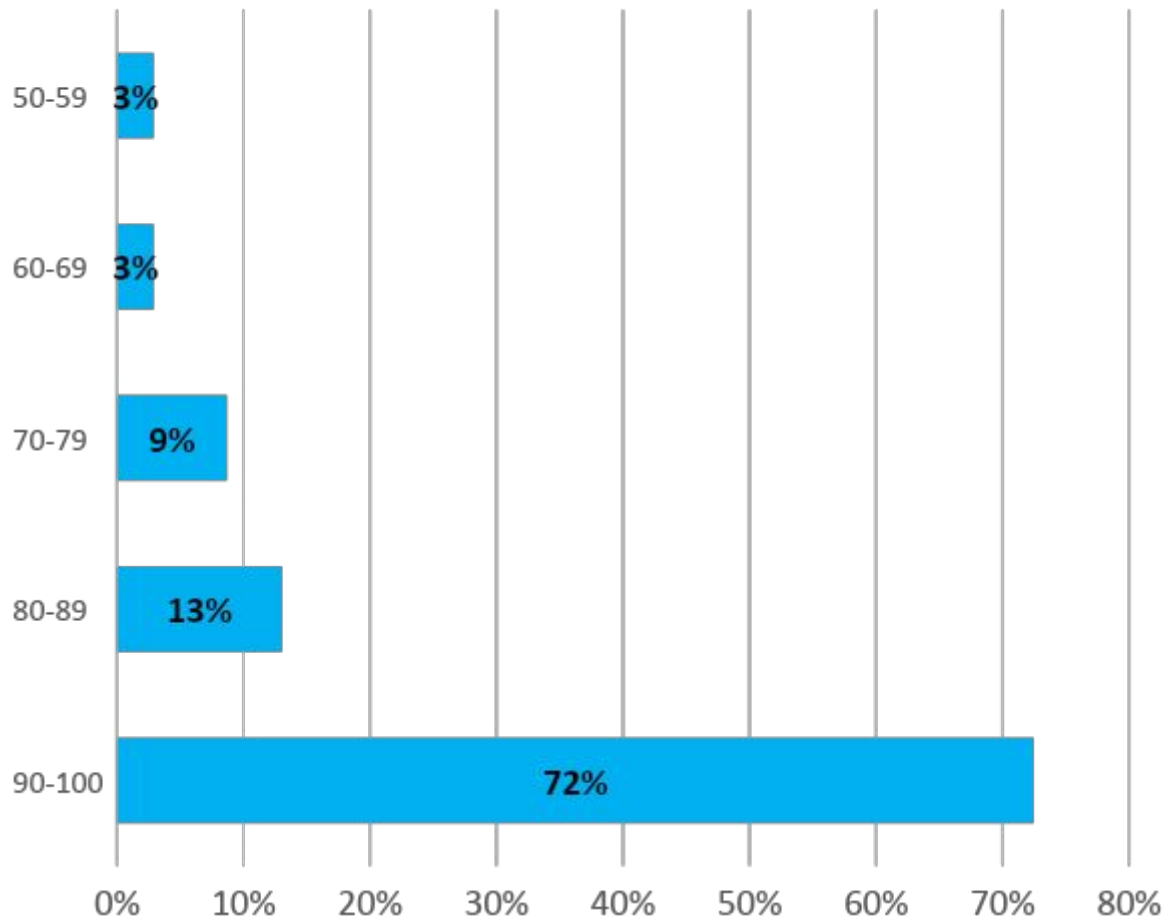
“For me the programme offered so much more wealth than the charged price.”

(ILP Italy 2017 participant)



Return on investment for funders and supporters

On a scale of 0 to 100, how would you rate the programme in terms of long-term return on investment for funders and supporters?



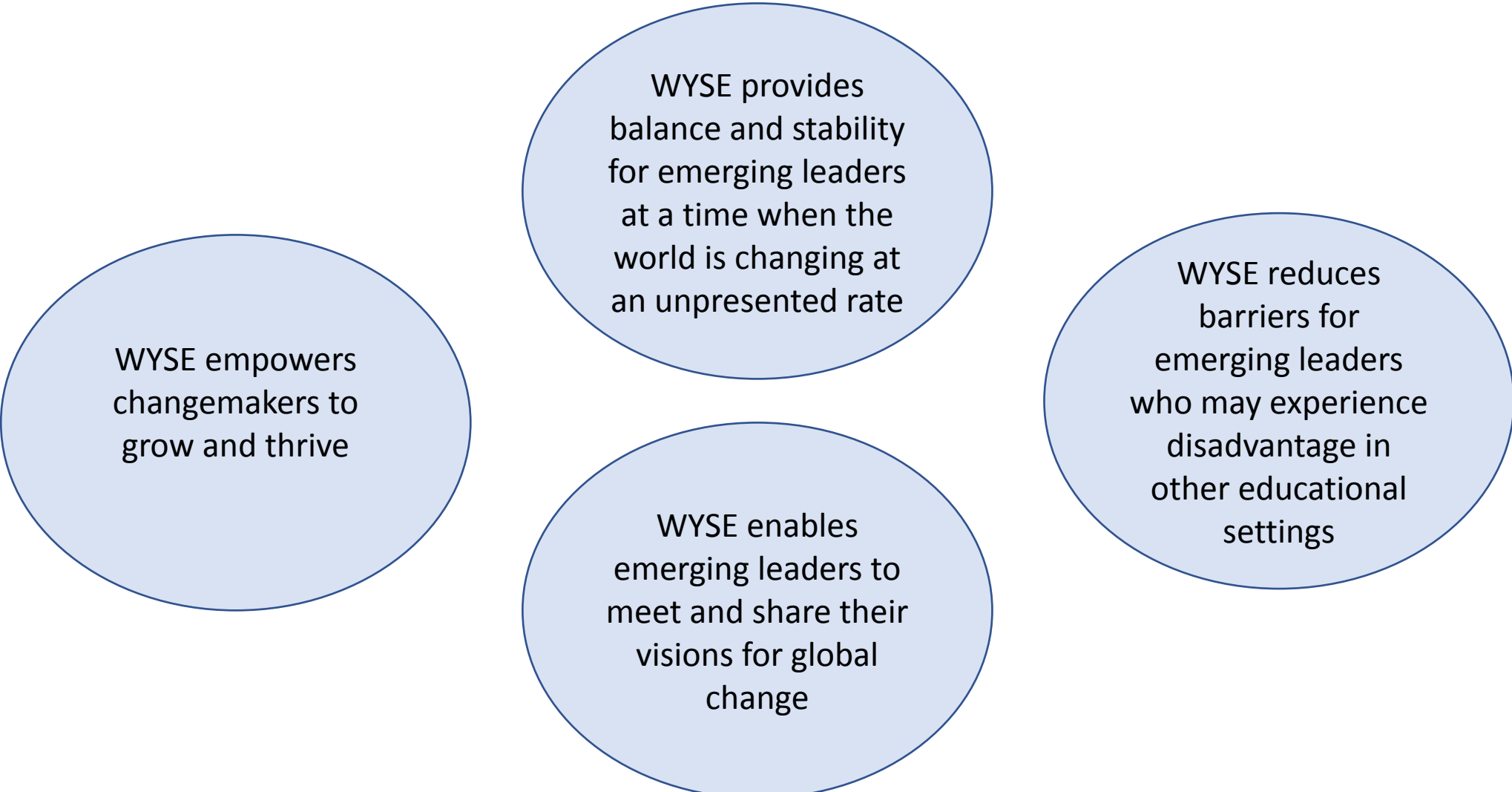
“If you look at 'return on investment' in terms of empowered individuals getting back into the world with a broader perspective concerning community (global citizenship), increased dedication and determination to solve problems they see within their community, and a larger network of like-minded, capable peers, then count yourself rich! “
(ILP Italy 2018)

“Funders and supporters can be confident they are making an impact on young people's lives, and not just the participants' but all those that will come into contact or will be helped by them directly.”
(ILP Italy 2018)

“I feel that the investment on empowering young people might be one of the greatest investments there can be. It is unmeasurable what effects this might have but I think it makes much more sense to empower people rather than trying to solve their problems.”
(ILP Italy 2018)

The WYSE contribution to global change

Qualitative responses from participants suggests that the contribution WSYE makes towards initiating global change can be placed into four themes:



WYSE empowers changemakers to grow and thrive

WYSE provides balance and stability for emerging leaders at a time when the world is changing at an unprecedented rate

WYSE enables emerging leaders to meet and share their visions for global change

WYSE reduces barriers for emerging leaders who may experience disadvantage in other educational settings

The WYSE contribution to global change (2)

WYSE empowers changemakers to grow and thrive: participants valued having the space to grow and develop as individuals. Many participants commented on the value of working at the individual level as a catalyst for creating greater change at the community or global levels.

“I believe if everyone can improve on themselves, then from their example, others will copy and so more people will be impacted globally.” (ILP Kenya 2019)

“As far as I can see, the injustice, hatred, war, poverty and natural devastation that is happening across the planet is directly related to a lack of purpose, meaning and love in the hearts of individuals, communities and nations. I think the knock-on effect that WYSE could have globally could be mega and that gets me really excited.” (ILP Italy 2017)

“It is very important for individuals in the social sector to look at their inner selves - where does the motivation come from to want to make this change in others and in the community?” (ILP Italy 2018)

WYSE reduces barriers for emerging leaders who may experience disadvantage in other educational settings: Several participants commented on how WYSE creates an educational platform in which everyone is treated equally with a shared common goal for creating global change

“The fact that it allows people from different diversity to come together and tackle a global issue. The program promotes a sense of togetherness on a global scale, which I think is essential for combatting global issues.” (ILP Kenya 2019)

“I believe that WYSE teaches you about true equity and equality amongst people no matter what background, race, gender, sexual orientation, physical or mental abilities you have. It means that leadership is about leading by example and leading yourself as well as giving without receiving.” (ILP Italy 2018)

“This is a common platform to act on specific global issues.”

The WYSE contribution to global change (3)

WYSE provides balance and stability for emerging leaders at a time when the world is changing at an unprecedented rate: some participants highlighted the challenge of remaining grounded in a world where things are continually moving and changing. There was a perception that WYSE enables people to find balance and stability.

“Priorities continue to shift and re-arrange in the external world and it is required to look at them when there is inner-peace and more clarity, WYSE offers that space.” (ILP Kenya 2019)

“WYSE is actually helping people find themselves and not get lost in the rush, one of the greatest contributions we are making in the youth, instilling mindfulness, consciousness and awareness.”

WYSE enables emerging leaders to meet and share their visions for global change: participants valued the opportunity to meet other emerging leaders, network and share ideas.

Getting together like-minded people who have a vision and purpose to change the world is a special call. And I believe at times it does yield the expected change or fruit.” (ILP Kenya 2019)

“ . . . to meet with people who share the same interest in global change and people who care about each other and the world.” (ILP Brazil 2019)

“I think it's amazing to put a group of young, intelligent and passionate individuals together to delve deeper into themselves and their role in the world.” (ILP Italy 2018)

Which of the SDGs do you believe your leadership is contributing towards?

