



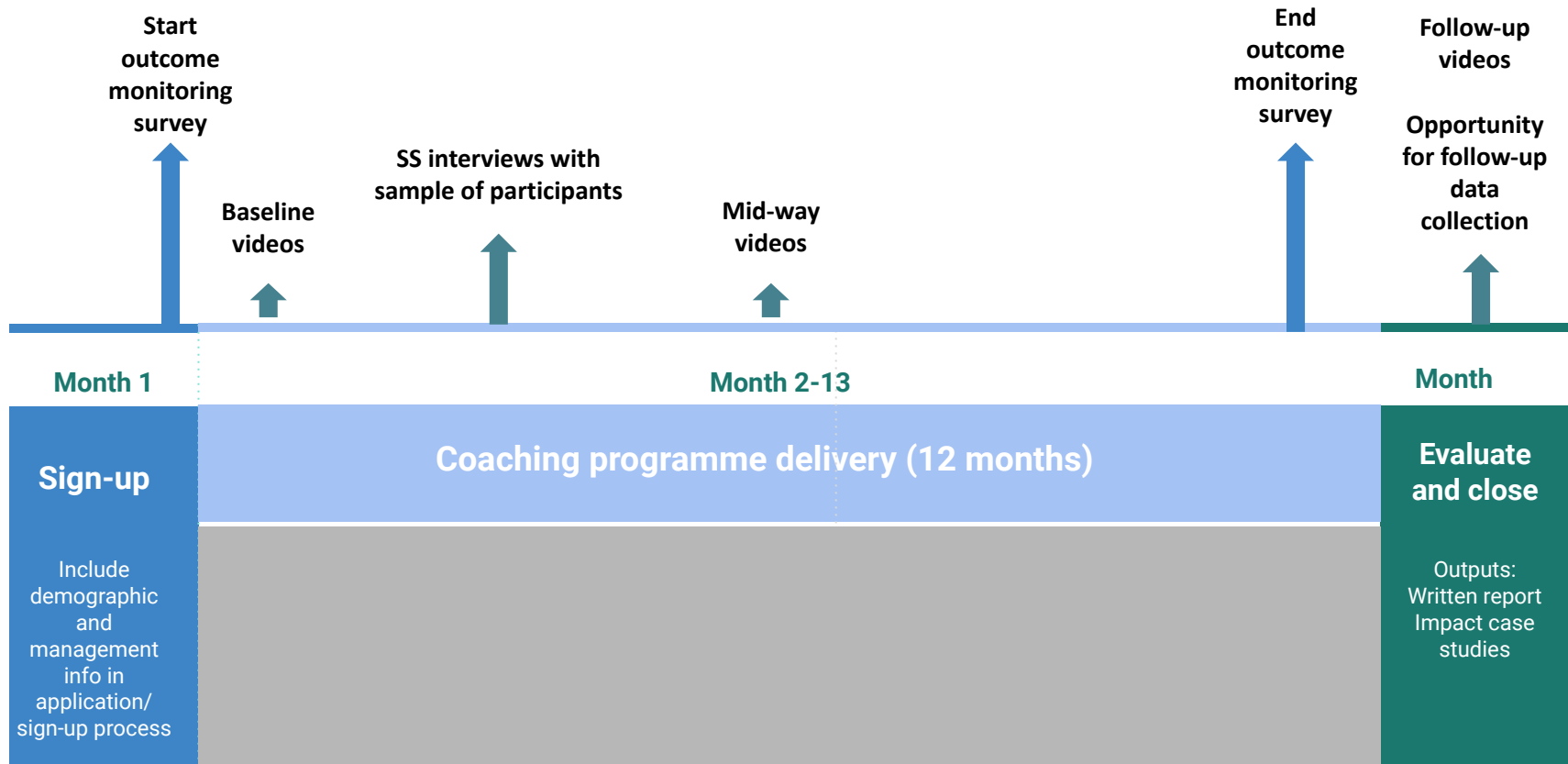
WYSE
international

WYSE Global Change Makers

Evaluation - cohort 1

July 2022

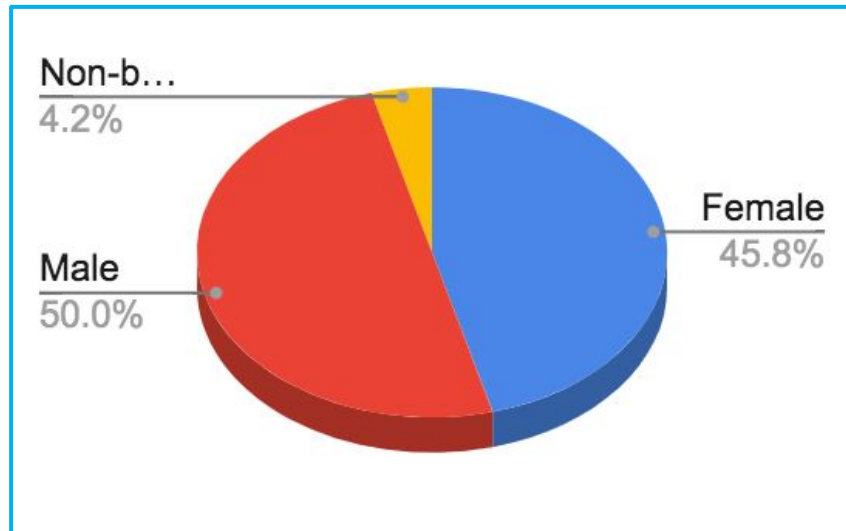
Methodology



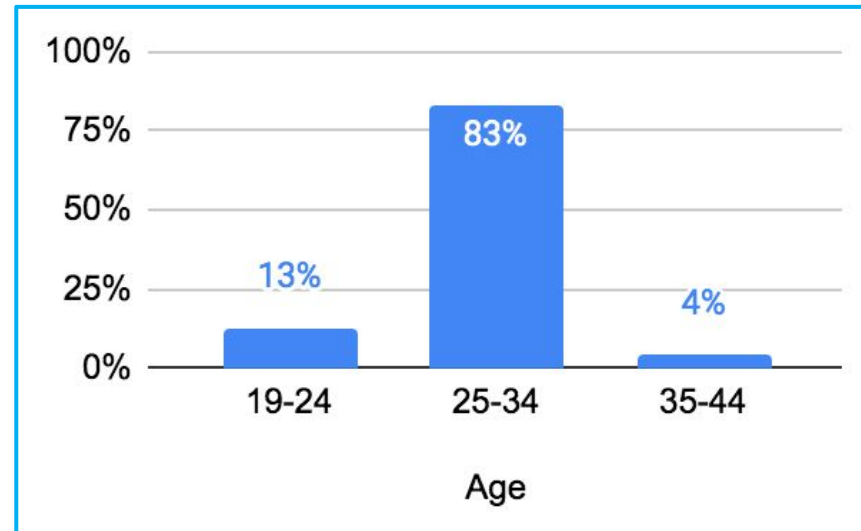
Cohort demographic characteristic

- ★ 25 participants engaged with the programme
- ★ From 14 countries

Gender

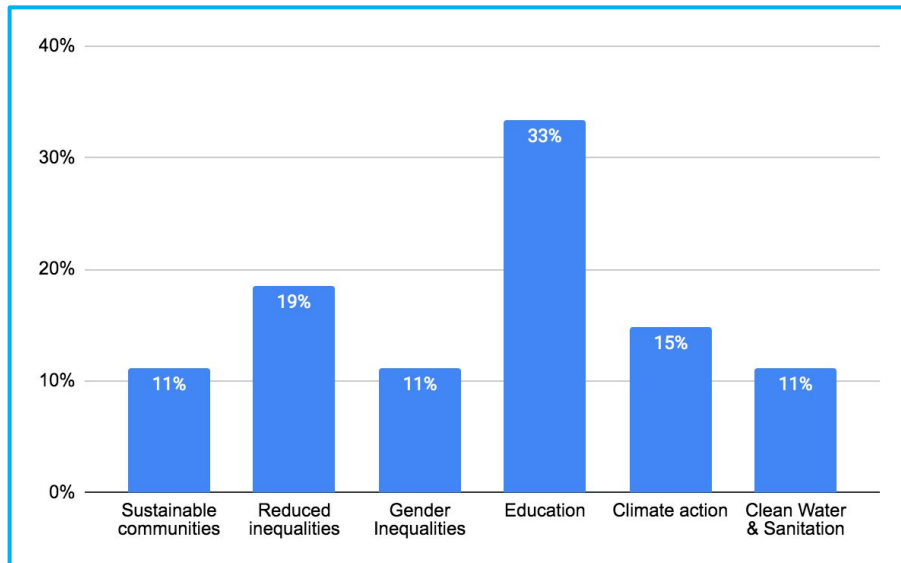


Age

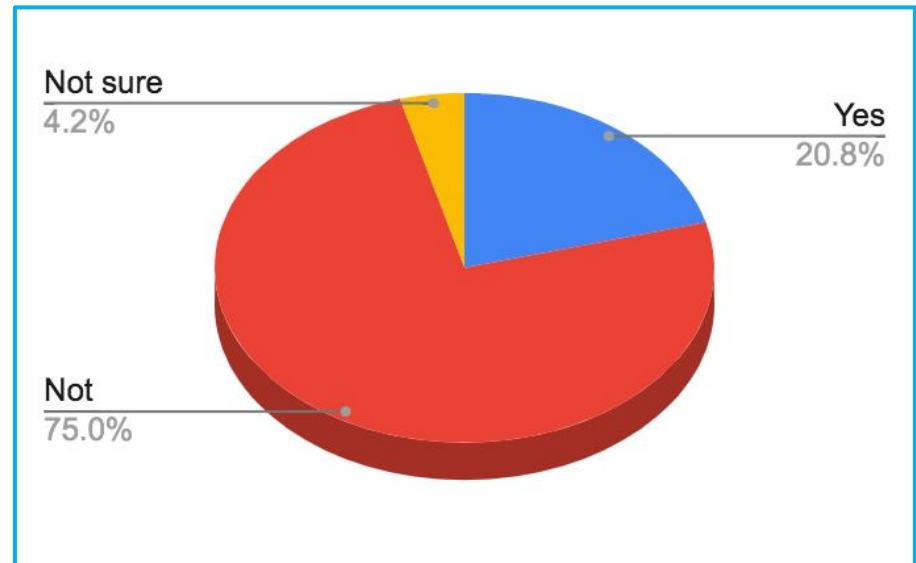


Cohort demographic characteristic

Sustainable development goals



Have you previously participated in coaching activities?



Cohort demographic characteristic

Seed

42%



Characteristics include: ideas phase; establishing and refining the objectives and target audience; not yet taken first steps; solo project initiator or small team

Growth

50%



Characteristics include: established mission and vision; already piloting and delivering project activities; attracting resources (volunteers, support, funding)

Expansion

8%



Characteristics include: growing project team; intention to increase/diversify activity; increasing resources (volunteers, support, funding); has existing insight on the impact of the work on the target audience

Examples of projects that WGCM are working on



Foundational Network Africa - a leadership and youth capacity development organization. They deliver programmes that aims to advance innovation and equip young people with the skills to take actionable steps for social change



MITTI Café - a chain of cafes in India that provides experiential training and employment to adults with a physical, intellectual or psychology disability.



Youth in Horticulture (YOTH)- empowering young farmers, particularly women, in horticulture. Their objective is to solve the challenge young farmers face in the value chain of horticulture crops

What is your personal goal for this coaching programme?

- ★ A structure to be able to mature my project, **a thinking partner**
- ★ **A network** that helps me to accelerate my project
- ★ To gain access to **technical resources** and support which will help me **navigate and execute my project** with ease and clarity
- ★ To jump from having an **idea to action**. I want to be challenged constantly to execute my ideas - **accountability**
- ★ To enhance my **leadership skills** and promote **personal development**
- ★ My primary goal from this coaching programme is to gain a better understanding of how to **lead myself** and others effectively to **promote meaningful change**
- ★ To learn all I can from my coach, to equip me with **skills to support others in my community**
- ★ Discovering my **potential in leadership** and **motivation** to execute community development
- ★ **Maintain my purpose**
- ★ To gain **technical knowledge** on how best I can achieve my goals - e.g., group management

To what extent did you achieve your coaching goal



Insight from qualitative feedback



“One thing I know for sure is that I would not have gained a clearer understanding of my project goals if I hadn’t participated in this WYSE programme, I am truly appreciative”.

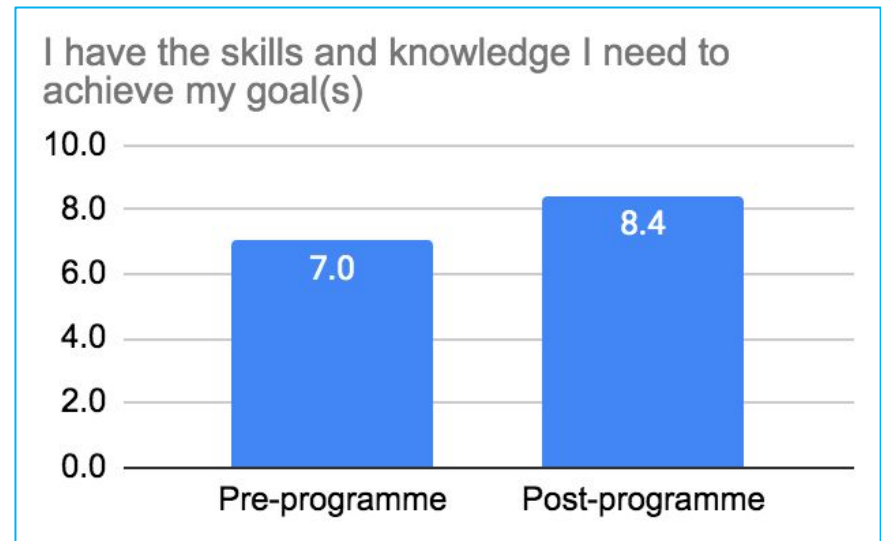
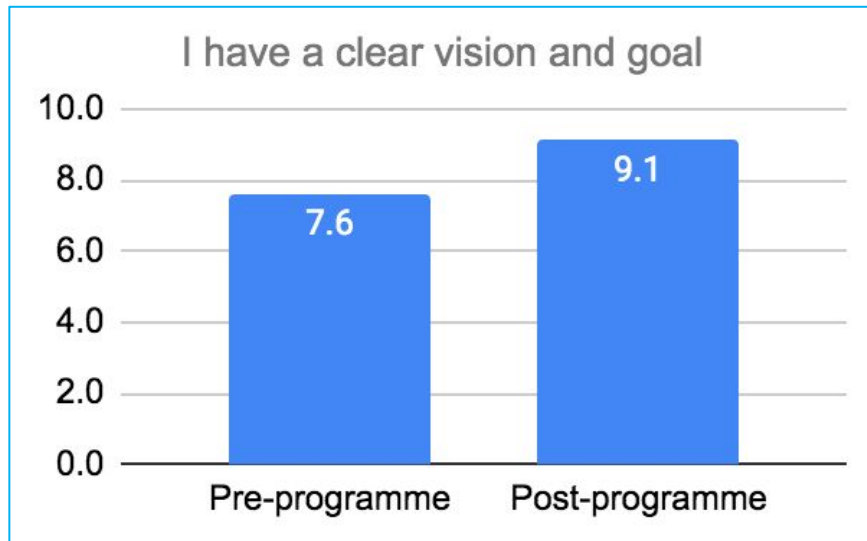


“My vision for the project I’m working on has grown, it has grown beyond me. Before it was just centred around me but now it is beyond me, there are people who are also passionate about the vision and are running it as best they can. This wouldn’t have been possible if I did not have the sessions I’ve had with my coach”.



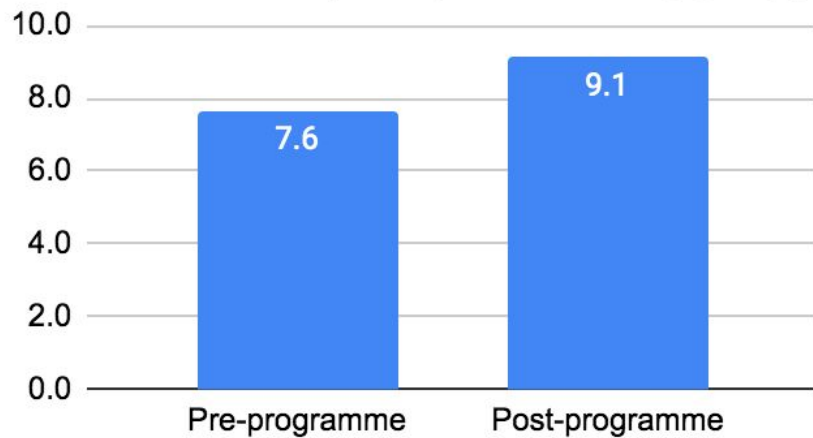
“It has been a mind changing event, I am just so excited to have been part of the programme. In the last year, there has been progress and growth, I can see it and it is visible”.

Key outcomes

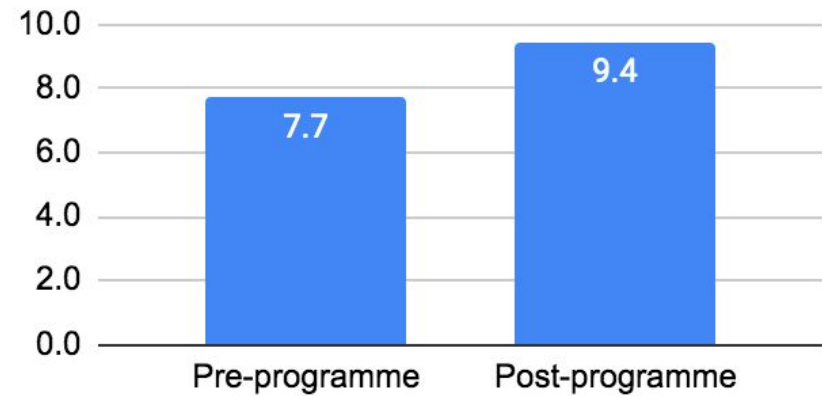


Key outcomes

I feel confident in my ability to achieve my goal(s)

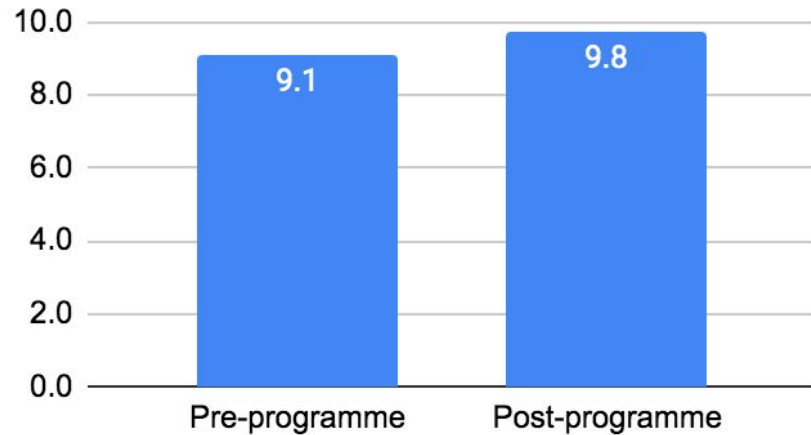


I feel connected to my personal values and sense of purpose at the moment

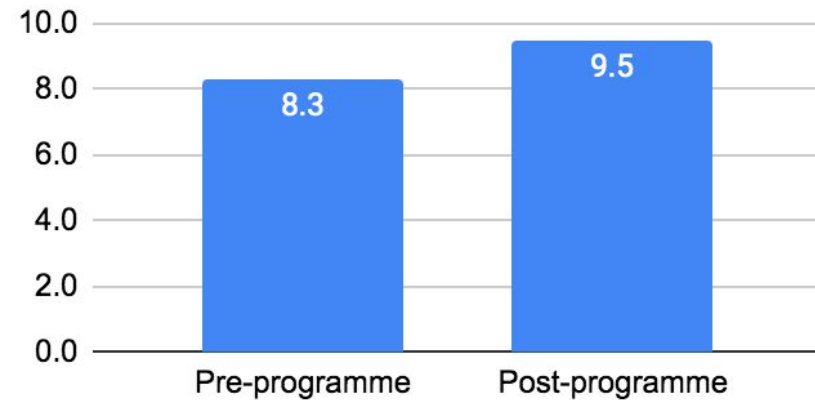


Key outcomes

I feel motivated to be of service in my community



I have a clear understanding of what motivates me to be of service



Insight from qualitative feedback



“I get to interact with someone from a different background and solve common challenges, I think this has been the best thing. It has given me different exposure”

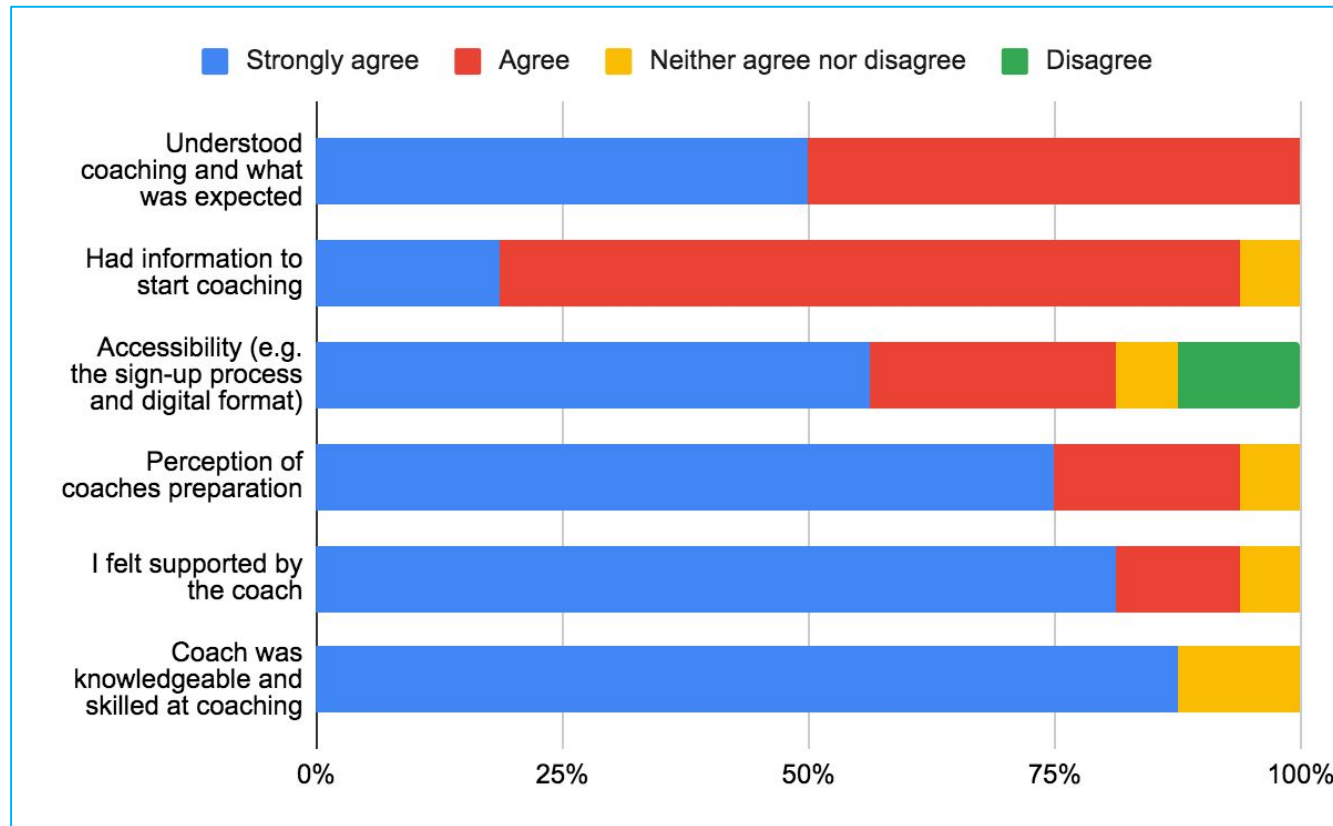


“The last session that I had made me feel like I’ve reached a lot of the milestones in my project so far, my coach was able to recognise that as well, we were able to reflect on how much the ideas and project have developed in the last four or five months. Being able to see that progress has been really rewarding. It gives you the motivation and energy to keep going.”

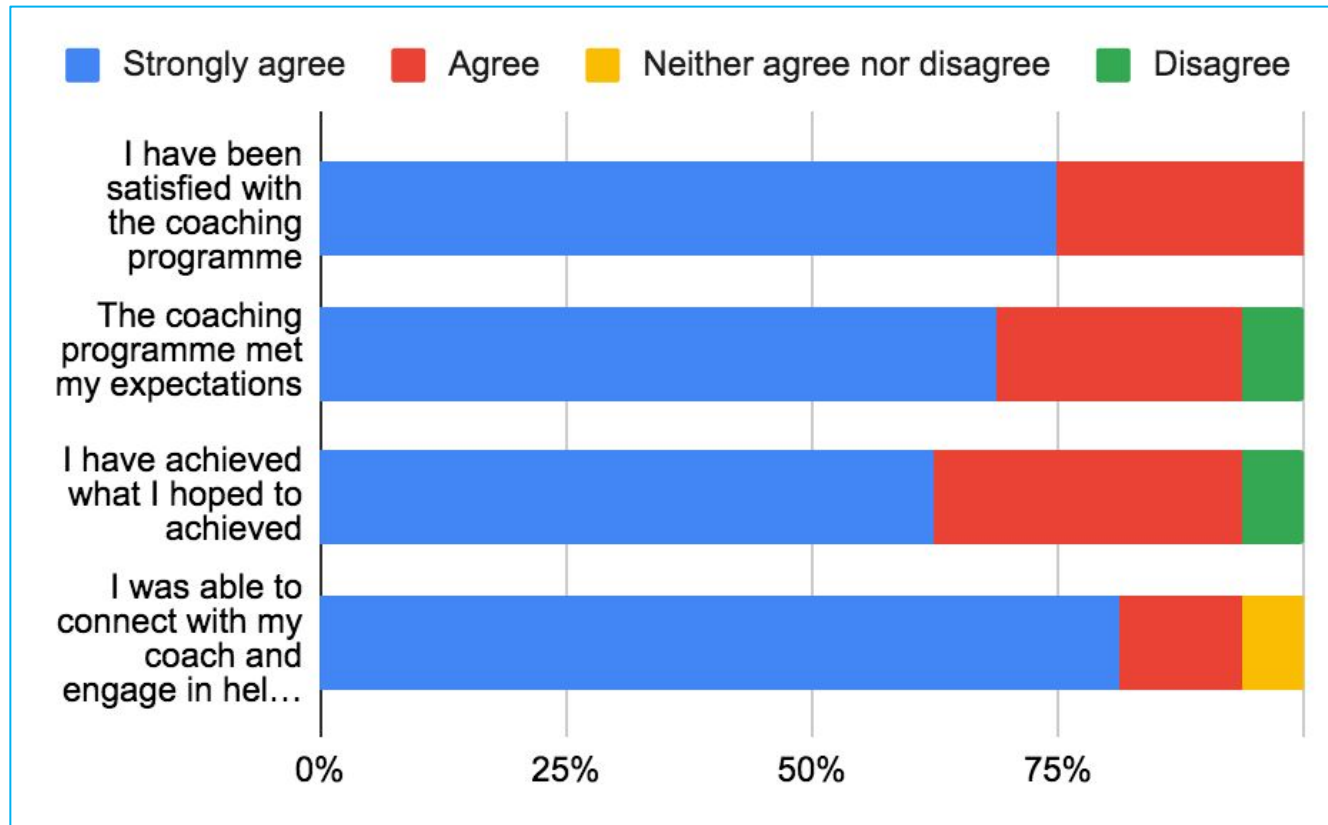


“What you guys provide for free, is what people pay hundreds of dollars for and here we are having it free of payment . . . it is a great thing you guys are doing, I really, really appreciate it. You are building a new world and the impact is going to be well utilised.”

Learnings from programme delivery



Learnings from programme delivery



Is there anything about the coaching programme that you would change or improve?

Community/peer-to-peer contact



- ★ *“In non-COVID scenario, at least one physical get together”*
- ★ *“I would have really loved to make the programme a strong community, unfortunately it didn't happen”*
- ★ *“More touchpoints with the other participants might be helpful”*

Adaptations to length and intensity of the programme



- ★ *“Its too long. One year was too long, maybe 6 months will do”*
- ★ *“Felt that the time allocated for the coaching session was limited. Hence if it can be increased to twice a month would help a great deal”*
- ★ *“I wish the coaching program were more frequent than just once a month and if we could have project-centered development training programs to support our work”*

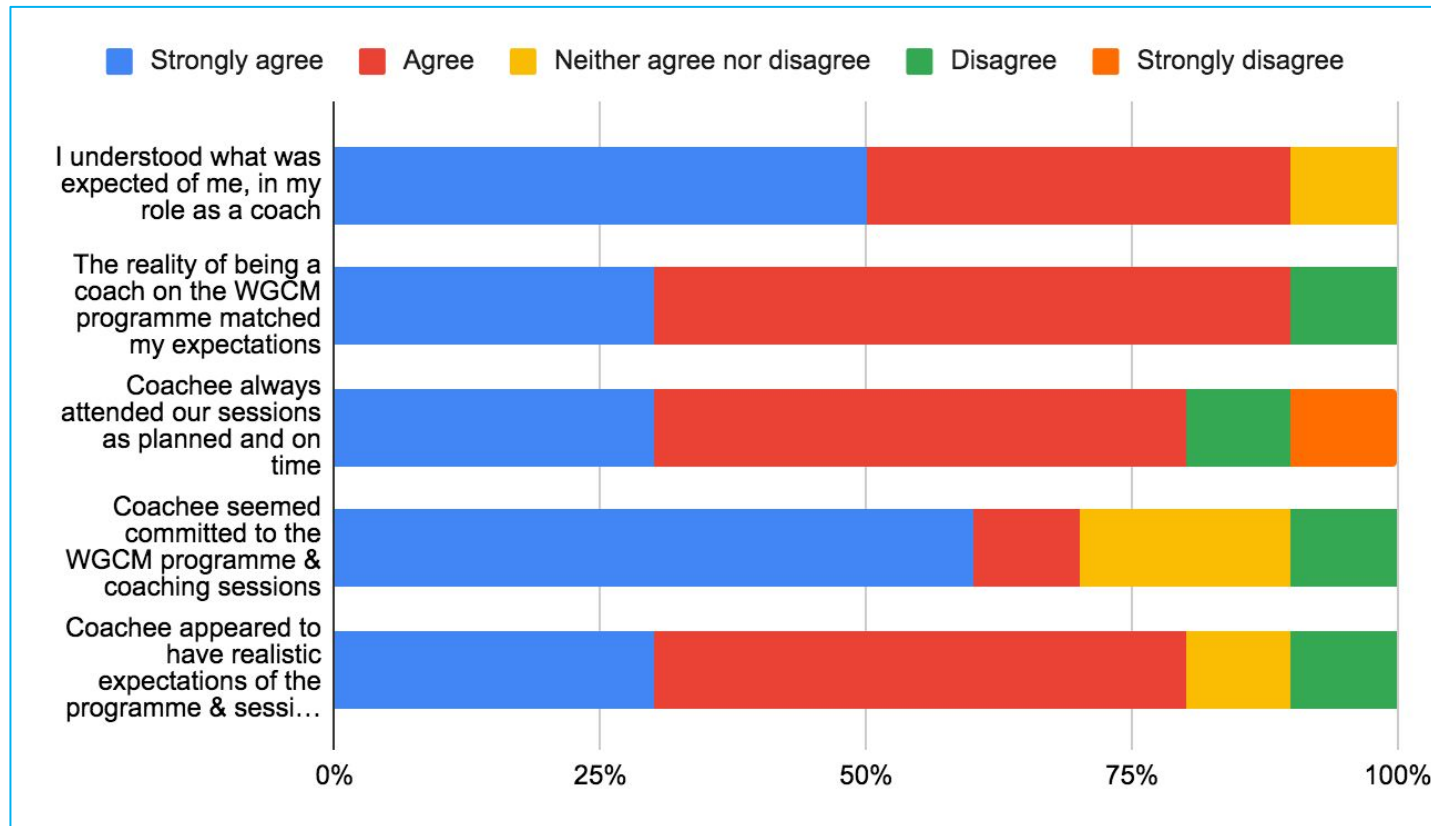


Funding for projects

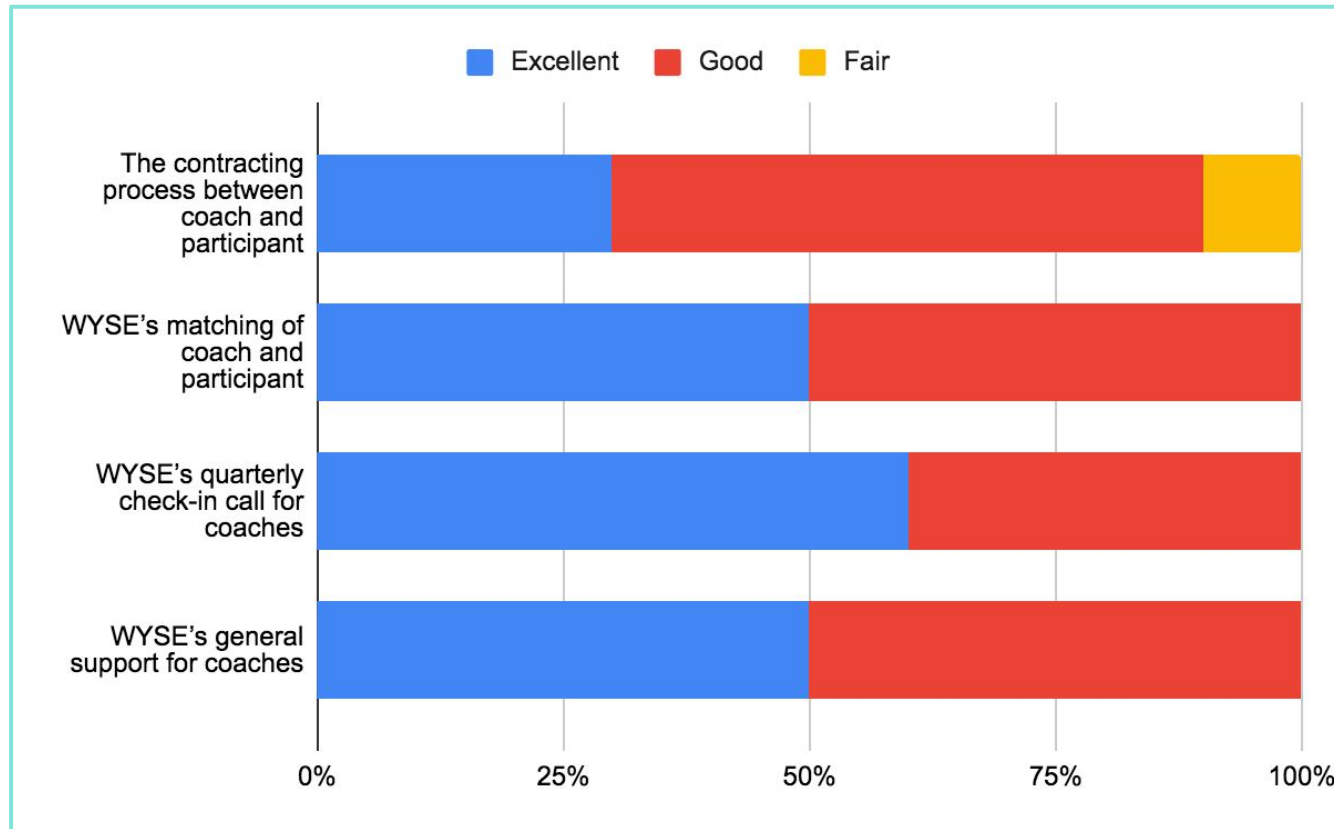
- ★ *“There should be direct funding opportunities to enhance sustainable development in our communities”*

Feedback from coaches

Feedback from coaches



Feedback from coaches



Feedback from coaches

Time keeping

- ★ *“Clearer understanding of the cultural differences with respect to time and changing meetings and being proactive in terms of owning their development”*

Mentoring versus coaching

- ★ *“My coachee wanted a mentoring programme I think - and was keen to have advice. The challenges brought to sessions tended to the transactional. I think a 6 month mentoring programme might have been a better offer for their needs”*
- ★ *“Further information / support for coaches in guiding their coachees on networking to better secure and sustain their programmes in their countries. How to secure funds / develop bids. What's involved in business entrepreneurship. Some coachees (mine) already had that experience and just needed nudging on where to go next.*
- ★ *“Provide entrepreneurship training or resources. That is absolutely crucial. Coaching is optional but people need knowledge and resources”*
- ★ *“Coachee was not clear on what coaching was, and what they wanted to get out of it. I feel wanted more directive support - guidance, advice, perhaps mentoring”*

Feedback from coaches - what worked well?

- ★ *“The programme was really well organised with very good support. It was a fantastic experience to coach someone working in very different circumstances across the globe and to be part of a global programme - especially at a time when covid was making any other type of fresh connection very difficult”*
- ★ *“The coachee has been highly committed to the coaching and to implement the change”*
- ★ *“The engagement with everyone, the matching process, being clear on expectations & outcomes of coachees and coaches to ensure the success and objectives of the WYSE programme. The networking, the education was all good. It's comprehensive & well done on being able to go on whilst we worked through a pandemic”*
- ★ *“Matching worked really well. Timeframe and commitment was realistic”*

Video

Play Alina Alam's video

<https://drive.google.com/drive/folders/18r5O3f4WsMI7V-kGXTSzk-XyLQTJMGj2>