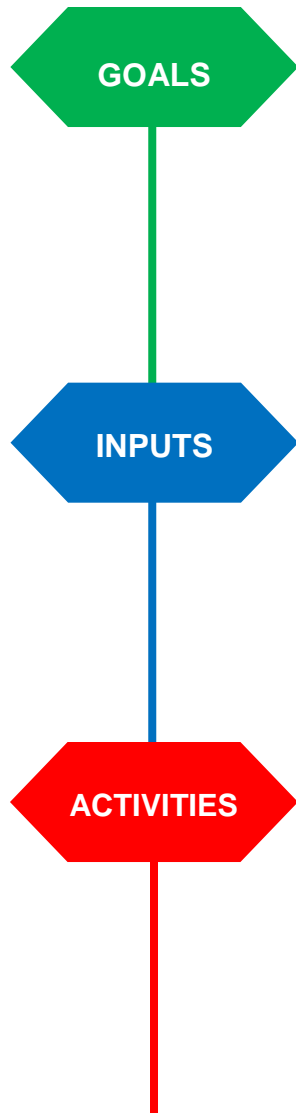


EXAMPLE IMPACT & EVALUATION FRAMEWORK MEASURES



Project Goals...what we aim to achieve

'Women into leadership' mentoring programme	Leadership development programme
To increase the number of women attaining senior leadership and board roles in their respective organisations	To change leadership development, policy and practice through the implementation of the PhD informed 'model for coaching systems leadership development'

Inputs...the things we invest to make this happen

'Women into leadership' mentoring programme	Leadership development programme
The things we invest to make this happen, including:	
<ul style="list-style-type: none"> Financial investment, time, expertise, brand value 	

Activities...the things we do to bring this to life

'Women into leadership' mentoring programme	Leadership development programme
<ul style="list-style-type: none"> Recruitment (of organisations and people) Training (of programme sponsors, mentors/mentees) Mentor/mentee matching Workshop delivery and networking events Ongoing support Research 	<p>Work with individuals and the organisation to implement and deliver the agreed authentic leadership development programme and ongoing work-based support.</p> <p>Ongoing evaluation in line with this framework.</p>

EXAMPLE IMPACT & EVALUATION FRAMEWORK MEASURES



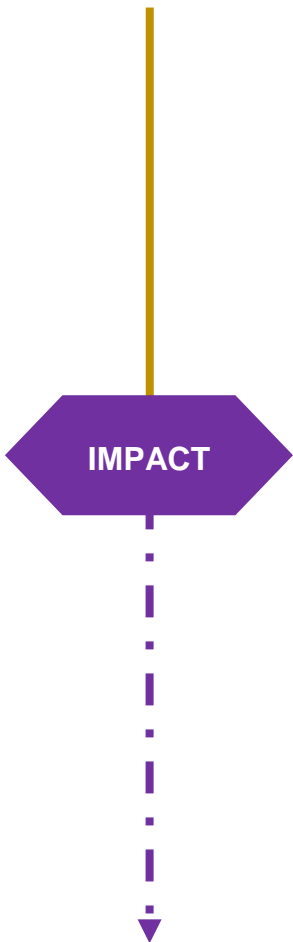
Outputs...the things that we see changing in the short-term

'Women into leadership' mentoring programme	Leadership development programme
<ul style="list-style-type: none"> • Organisation and senior leadership fully committed to the programme • Programme sponsors, mentors and mentees fully engaged in the programme • Full attendance at support/training events • Mentees taking ownership of their own development and translating learning into practice 	<ul style="list-style-type: none"> • Participating leaders fully engaged in the programme • Full attendance at all programme contact days • Participants on the programme translating their learning into action through work-based project • Each participant supported through mentoring

Outcomes...the changes/benefits we will see from the programme

'Women into leadership' mentoring programme	Leadership development programme
<ul style="list-style-type: none"> • Increase in mentee confidence • Development of leadership capabilities • Achievement of personal goals • Growth in attendance of events etc. • Changes in attitudes of mentors • Shifts in learning behaviour of both mentees and mentors • Individuals taking responsibility for their own learning/development 	<p>Participants have established:</p> <ul style="list-style-type: none"> • A clear sense of personal and leadership identity • Growth in their leadership competence, confidence, connection and character • Their own network of support • An enhanced understanding of their workplace culture, including peer behaviours • A specific plan of action for their continued development beyond the life of the programme • Deeper understanding of the concept of leadership and how they can influence/orchestrate change in throughout their particular sporting environments

EXAMPLE IMPACT & EVALUATION FRAMEWORK MEASURES



	<p>The organisation will have established:</p> <ul style="list-style-type: none"> • An enhanced sense of their leadership role and responsibilities for their people and systems • An evolved perspective on providing support for their people • A specific plan of action for their continued policy and strategy progression beyond the life of the programme
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Impact...the changes we will see in individual behaviour and organisational culture

'Women into leadership' mentoring programme	Leadership development programme
<p>Ultimately we need to measure how we are progressing towards our goals, i.e. are we or have we:</p> <p>Increased the number of women attaining senior leadership and board roles in their respective organisations?</p>	<ul style="list-style-type: none"> • Shifts in policy and practice for leadership development in the organisation • An enhanced understanding of the concept of leadership • Development of effective authentic leadership behaviours of core leaders • Expansion of leadership capacity within the organisation • Observable long-term change in the individual behaviour and organisational culture in relation to leadership and people development