



# ARCHER LEADERS

Response to Humankind Advisory's Project Evaluation: June 2022

8 August 2022

## Introduction

Humankind Advisory conducted an external evaluation of KTF's Archer Leaders Development Program during Q 1 and 2 of 2022. The purpose of the evaluation aimed to build upon previous assessments of KTF's Archer program, focusing on the three key themes of personal development, leadership and adaptive leadership, and social change through "next generation" leaders. Recommendations made centred around two aspects: improving the mentorship experience and capability, and building a more connected alumni community. This response outlines KTF's planned strategies to address recommendations made in the evaluation to improve upon important aspects of the program design and implementation.

## Recommendations and KTF actions

**HA: KTF could consider providing more resources and training to enhance mentors' ability to guide the relationship.**

KTF recognizes that improving resources for mentors and developing a more structured training program would be very beneficial to the program and would allow mentors and mentees to better engage with one another and get the most out of the experience and program. KTF plans to act on this recommendation in time for the next program iteration in 2023. We plan to develop a more detailed guide with proposed topics and activities for mentors and mentees to complete. We also plan to better share with the mentors what the program participants are learning throughout workshops conducted to initiate conversations and discuss lessons learned.

**HA: KTF should widen the mentor candidate pool, include Archer alumni as potential mentors, and prioritise the selection of mentors who have PNG-based experience.**

KTF will continue to pursue mentors through broad recruitment strategies and will consider new methods for the next round to reach a wider candidate pool. KTF always aims to acquire successful, high-quality mentors for the program and agree that those who have PNG-based experience are particularly ideal candidates. We will endeavour to utilise our broad networks and partnerships to acquire more mentors with knowledge and experience in PNG. Additionally, KTF will reach out to the Archer alumni pool to discern any suitable mentor candidates. KTF is proud of its representation of PNG professionals within its Archer mentoring network and will

continue to foster and facilitate networks with Papua New Guinean mentors as the program moves forward.

**HA: KTF should conduct more regular monitoring and seek further structured feedback regarding the mentorship program to ensure that the program is consistently developing and improving.**

KTF understands the importance of having appropriate monitoring systems in place and will strengthen our current monitoring process to include more frequent check-ins with mentors/mentees to discover any emerging themes, oversee progress, and determine if any changes need to be implemented. Additionally, KTF plans to improve evaluations and surveys conducted throughout the program to acquire more targeted and structured feedback to better assist our monitoring processes.

**HA: KTF should conduct further analysis and evaluation on the amount of funds invested in the Archer Reignite Grants Program, the quantity of projects funded across different issues, and the impact and potential outcomes of the projects.**

This recommendation highlights an important need to better quantify the impact that program grants are having across PNG via the Archer alumni. KTF plans to continue monitoring the success and progress of the programs implemented to reflect on effectiveness and lessons learned, as well as to ensure capability of the program to meet desired outcomes. KTF believes that the grants are instrumental in providing alumni with additional opportunities for growth and achievements and to foster the “ripple effect” that the Archer alumni go on and have in their respective communities. The programs implemented by the grant recipients represent the improved capacity of program participants and demonstrate their ongoing capacity to be prominent leaders and change-makers in their communities. KTF will endeavour to capture the successes of the grant program’s projects and quantify the impacts they’re having across PNG and will use this data to encourage growth of the program and the prioritisation and focus areas of future grants.

**HA: KTF could create regular communications to send to alumni and the greater network to provide updates on funded projects, resources, and any opportunities to connect.**

KTF acknowledges that more routine communications to alumni members would be beneficial and will strive to provide alumni members with updates on the progress of Archer grant projects, general program activities and accomplishments, professional development opportunities, and on-going resources that they may find useful. This may be done via quarterly newsletters or through better engagement on social media channels. Additionally, we will aim to provide alumni with more opportunities to connect outside of annual conferences and activities.