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# **Workshop on Advising as a Capability for SFA: Challenges and Opportunities in Recruitment, Selection and Training**

## **Advising in Current Environment: An Evaluation Perspective**

Rome, 6-7<sup>th</sup> December 2018

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**Advising in current environment: An Evaluation Perspective**

## Lessons

### Evaluation of Advising training programs

**Methodologies used:** Desk review of advising curricula, student evaluations, after-action reports and foundational documents, surveys, interviews of returned and deployed advisors, and program people.

**Are we preparing the advisors in the best possible way to effectively transfer their expertise to foreign counterparts?**



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## **Key findings:**

- Advisors have been able to build institutional capacity when trained for that specific intent
- A shift in attitudes towards the mission and the counterparts was consistently observed during training
- Advisors achievements were acknowledged by the Command because they were able to build professional and constructive relationships with counterparts
- Advisors training was crucial to contribute to the fulfilment of the mandate
- Advisors had challenges with less trained advisors



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### Recommendations for recruitment and selection

- Prudent job descriptions
- Beside expertise, soft skills are crucial
- Agencies policies to support own staff being deployed as advisors
- Willingness of expert to adopt advisor skills and attend a specific training
- Open minded, curiosity, empathy and neither xenophobia nor attitude of superiority



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### Recommendation for training

- Training on advising effectively should be mandatory
- Training curriculum on advising should be standardized / harmonized in the core parts
- The required skills to be able to build sustainable capacity should be agreed and determined
- job descriptions and contracts should be adjusted



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# Thank you for your Attention

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