

IM4DC Action Research Report SUMMARY

Researchers:

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School/Centre:

Accelerated Learning Laboratory

University/Institutions:

The University of Western Australia

Key themes:

Governance and Regulation
Community and Environmental Sustainability
Operational Effectiveness

Key countries:

General application

Completion:

February 2015

Research aims:

This research sought to build on a previous evaluation of the impact of IM4DC programs on:

- Alumni
- Their workplaces
- Their networks and collaborations

For further information on this action research:

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IM4DC Evaluation of Impact: The Alumni's Perspective

This project is a continuation and expansion of a similar evaluation project conducted during later 2013 – early 2014 by the Accelerated Learning Laboratory of the University of Western Australia (see 'IM4DC Evaluation of Impact – February 2014'), to assess how the educational and developmental programs of the International Mining for Development Centre (IM4DC) have contributed to the improvement of practices, policies and cultures of targeted developing nations. It is hoped that knowledge generated through this project will assist IM4DC to conduct systematic reviews of previous programs and strategic planning for the future.

Semi-structured interviews solicited feedback from program alumni who attended IM4DC activities. The interview schedule was refined based on learnings from the previous evaluation and the focus of the interviews was to look at changes that alumni have implemented in their workplace, along with networks and collaborations formed. A larger group of alumni were contacted than previously, to enrich the diversity and coverage of participants. Initial contact was made with 139 alumni and interviews were successfully conducted with 30 alumni, representing a response rate of 21.58%. Participation was voluntary and responses from alumni were kept strictly confidential. 16 countries were represented in the sample. Alumni's responses were transcribed and analysed. The data was mapped onto the key questions in the IM4DC Monitoring and Evaluation Framework and is summarised in the Executive Summary at the start of this report.

Consolidation of data from the two studies and online surveys indicated that IM4DC programs have indeed enabled alumni to translate learning into practice and to bring about positive changes to their work and organisations. Participants have developed their leadership capability, initiated innovative activities and changes, strengthened their networks, and can potentially contribute to the improvement of social, economic, environmental status of their home countries if more time is given and if continuous support is provided.

Recommendations are made for further enhancing impact, including: involving key personnel and decision makers in the IM4DC training; providing focused, systemic training to develop participants' change management skills; following up with alumni to support their change initiatives; creating platforms to share innovative and effective practices among alumni, among others; and building cross-national forums and networks to sustain community of practice.