Program Development
Planning, Implementation, and Evaluation

Review Your Situation: What are our needs and assets? How robust is our stakeholder engagement?

Consider Your Priorities: Mission, Vision, Values, Resources, Collaborations, Intended Outcomes

Input	Outputs		Outcomes-Impact-Results		
What We Invest	**Participation** **Who We Reach**	**Activity** **What We Do**	**Short-Term**	**Medium: Action**	**Long: Action**
Staff	Employees	Workshops	Learning	Behavior	Retention
Money	Customers	Trainings	Awareness	Practice	Employee Growth
Time	Leadership Team	Conferences	Knowledge	Decision-Making	Engagement
Technology		Mentorships	Aspirations	Goal Setting	Knowledge Sharing
Materials		Facilitation	Skills		
Partners		Development plans	Communication		
		Evaluations	Motivations		

Remember! Assumptions & External Factors
Employees seek development opportunities, the organization will operate more efficiently & resources are limited, approval from leadership, etc.

Evaluation: What do we want to know? Focus > Collect Data > Analyze and Interpret > Report

What are our Indicators? How will we know? Employee retention, Promotion, Engagement, Hiring changes, Number of participants

Adapted from The SAGE Handbook of Mentoring

Longwood Gardens
Fellows Program