



Hesitation is the biggest barrier to learning.

- Every time I pushed past my hesitation, e.g. asking a question, requesting clarification, etc., something valuable was learned.

Importance of understanding my audience.

- The same information needs to be communicated very differently depending on who is receiving it.
- This is relevant in a legal career when tailoring advice or arguments for different audiences.

HIGH POINTS + HOW I MADE IT A SUCCESS

- Instagram reel getting 5000+ views.
 - I asked about the demographics of the followers of WVC's social media + tailored the reel's tone and format to the target audience.
- When I received positive feedback on my work.
 - I asked questions + did necessary research before starting any work to ensure my work aligned with WVC's expectations.
- When my final surveys were sent to the schools.
 - I ensured the matrix + Google Forms were easily accessible for the Sisters and the children + sought feedback from my project manager along the way.

MY IMPACT

- Prior to my placement, WVC only gathered feedback from graduates of their programmes → no systematic way of measuring the impact of their work on children currently in their schools or isolating their impact from other factors.
- The surveys I designed will continue to be used beyond my placement → a replicable and consistent way of gathering quantitative data from their schools.
- The quantitative evidence gathered will strengthen the charity's future impact reports → provide more compelling and credible evidence of their impact to donors → attract more funds.

Notes

PROJECT: IMPACT EVALUATION

- **Theory of change model:** considered target groups, problem we are trying to solve, resources/inputs, activities/outputs, short term outcomes, medium/long term outcomes + sustained impact.
- **Impact framework:** populated a table with outcome, learning question, indicator, measure, when/who.
- **Evaluation methods:** researched evaluation methods depending on the people working with (e.g. words, drawing, symbols).
- **Survey:** put together a matrix for the Sisters to populate with data and a Google Form to be completed by the children.
- **Outcome:** display the collected data in the Annual Impact Report.

CHALLENGES

- It was quite difficult to start an entire project from scratch, especially as I have never been given as much discretion on a project before.
 - I learned to trust my own judgement + sought feedback from my project manager occasionally to ensure I was on the right track.
- I encountered a disagreement with my project manager regarding a Japanese spelling.
 - I offered my opinion + accepted that managers often have other priorities, such as maintaining consistency in correspondence.
 - I would generally hold firmer on something with real consequences (e.g. a factual error) + defer more easily on stylistic or preference-based calls.

SCAN TO LEARN MORE



Notes

STAKEHOLDERS



Sisters in the Philippines – provided information about the diagnostic tests used in their schools + will ultimately administer the surveys.



Children in the schools – the end beneficiaries of the charity's work + whose progress the surveys are designed to measure.



The charity's donors + supporters – for whom the impact reports are produced.

Leadership in action



WHAT I LEARNED ABOUT MYSELF

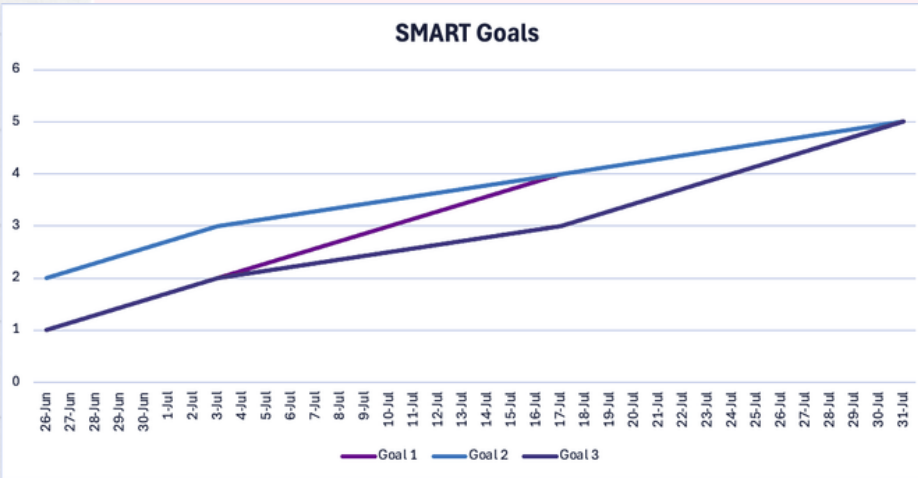
- I thrive when given ownership + responsibility.
 - The tasks I found most fulfilling were all ones where I was trusted to use my own judgement + produce something independently.
- I care deeply about doing work that matters.
 - Being part of an organisation with a clear and human mission made me more motivated and more invested in the quality of my work.
 - Something I want to carry into my legal career – seeking out work that feels purposeful + where I can see the real impact of what I do.

EXPERIENCE & LEADERSHIP LEARNINGS

- The biggest leadership lesson I took away was how to take full ownership of a project.
- From the beginning, I was given a significant degree of discretion, as I was designing the evaluation framework entirely from scratch.
- Every decision, such as what indicators to measure, how to measure them, how to structure questions for a young audience, etc. had to be considered carefully and independently before I brought them to my project manager for review.
- I learned that good leadership is about anticipating problems before they arise, such as asking my project manager about computer accessibility for the children before finalising the survey format, rather than waiting to be directed at every step.
- I also learned that leading a project does not mean working in isolation – knowing when to seek input from my project manager and when to back my own judgement was a balance I had to develop over the course of the placement.

WHAT I WOULD HAVE DONE DIFFERENTLY

- If I were to do this LiA experience again, I would have researched the charity sector more thoroughly + considered what new projects/initiatives I could start/develop in WVC.
- The charity is too heavily occupied with its day-to-day administration + does not have the capacity to bring in new initiatives.
- I really enjoyed contributing to the new impact evaluation project – because it required judgment calls with real stakes + I prefer to be someone trusted with ambiguity rather than just given a checklist.
- I believe I would have developed more skills if I was working on another project rather than helping with the admin work in the later weeks.



SMART GOAL 1: IMPROVE MY COMMUNICATION SKILLS WHEN WORKING AS PART OF A SMALL TEAM IN AN OFFICE ENVIRONMENT.

- During the first week, I was quite nervous + hesitant to speak up.
- However, the team of 4 was very friendly and supportive, which made it easier for me to progress in this goal.
- By the final week of my placement, asking questions, taking initiative, and building natural working relationships felt like second nature.

SMART GOAL 2: DEVELOP MY UNDERSTANDING OF HOW CHARITABLE ORGANISATIONS OPERATE.

- Over 6 weeks, I gained hands-on insight into almost every dimension of charity operations – learned a lot about its fundraising, reporting, stewardship + legacy management.
- The skills + insights I learned will be transferable to a legal career.

SMART GOAL 3: DEVELOP MY DIGITAL WORKPLACE SKILLS.

- Over the course of my placement, I have developed confidence in using digital tools that were completely new to me.
- Each tool added a new layer of understanding of how professional organisations manage their operations digitally.
- I feel more comfortable navigating new platforms independently, which is a skill I will take into my roles in the future.

