



VEPR Review Report – Krisjanis Veitners

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<p>Applicant details <i>Reviewee name:</i> Krisjanis Veitners <i>EES membership number:</i> 20811 <i>Email contact:</i> krisjanis.veitners@gmail.com</p>		
<p>Reviewer details Lead Reviewer <i>Full name:</i> Pam Oliver <i>Email contact:</i> pamo@clear.net.nz</p> <p>Second reviewer <i>Full name:</i> Weronika Felcis <i>Email contact:</i> weronika.felcis@gmail.com</p>		
<p>Review details <i>Date/s of review meetings:</i> 10 January 2017 <i>Medium of review meeting/s:</i> Skype <i>Comments:</i> Nil</p>		
<p>Review focus areas (summarised in 25 words maximum)</p> <ol style="list-style-type: none"> 1. Capability to communicate clearly 2. Capability in applying various evaluation instruments and tools 		
Capabilities explored	Learning by applicant (total 750 words)	Reviewer comments on reviewee learning
2.21 Writes fluently and communicates clearly	<ul style="list-style-type: none"> • In the review we have discussed communication as mean of being understood. If evaluator can't clearly and simply explain the evidence and conclusions, then even the best evaluation may not be used, as it is not understood. • The conversation quickly highlighted that communication difficulties are indicating problems related to my personal perception and problems with VOPE involvement. • Discussion helped me to understand that I am too much attributing communication failures to my personal deficits, not considering other possible causes. Some situations could be solved by better preparations before communicating, e.g. considering and learning the audience or person and then using the most appropriate approach to reach them. • It seems that my current efforts in structuring and organizing information and thoughts in mindmaps, summarising the main 	<p>PO – Krisjanis presented as a conscientious and principled evaluation practitioner who is a good communicator but may tend to attribute work issues to personal deficits rather than contextual factors. He is significantly challenged in his professional development by competing priorities of 'life' (e.g. a busy job; a young family) as well as the challenging role as President of an emerging local VOPE in its early stages of development. His conscientious approach to his roles makes him susceptible to a perception that he is "failing". Through the VEPR review he has begun to develop a strategy for identifying the diversity of factors contributing to issues in evaluation practice, and a way to use that for improved problem-solving in his work context. He has identified here several appropriate areas of knowledge, capability, capacity and collegial problem-solving that will certainly help to</p>

	<p>message in short points, preparing in writing before important meetings is the right strategy. I should continue it and develop it as a habit.</p> <ul style="list-style-type: none"> • I shall put more efforts in developing regular habits also related to writing and do it regularly. In order to increase the use of evaluation reports more different forms of reporting may be applied including brief summaries, leaflets, presentations (e.g. using slidedocs), More use of visual models and analogies may help. • In communication words are as equally important as behaviour and confidence with that the person is speaking. As introvert person, I shall acknowledge my strengths and work on developing them, not trying to be perfect on everything. 	<p>enhance the capabilities he wishes to strengthen.</p> <p>WR – Krisjanis reflected on his complicated situation as an evaluator, president of VOPE in a comprehensive way. Yet his focus on finding failures in his competencies led to overestimation of personal influence on policymakers. He presented wide range of tools and methods of self-development with eagerness to learn more and better. Thanks to the review he also reflected on communication and the complexity of the context and hierarchical decision making of commissioners independent of him.</p>
<p>1.3 Understands the potential and limits of evaluation instruments and tools</p>	<ul style="list-style-type: none"> • The main problem related to this topic is lack of practical experience and knowledge on how to apply particular method or approach. Theoretical knowledge gained during my master studies of evaluation are insufficient for successful application of the method in due rigor. • Currently I am using the strategy of testing and applying with each new evaluation some new method or approach. Good sources of information are evaluation journals, conferences and blogs where I can read about new methods and follow latest discussions in the community. I shall continue that. • In order to get a practitioners advise on details of application of method or approach, I should start to talk with other experts, step out of introvert comfort zone by asking direct questions to better experienced colleagues. Reading discussions in evaluators blogs is good source of information, but I can get more by participating in these discussions and asking questions. That also means start sharing my own experience with others. • I am currently participating in EES mentoring program as mentor, but 	<p>PO – Again, Krisjanis is making a conscientious attempt to expand his evaluation skills base to cover a very broad range of evaluation roles and paradigms. While this is admirable, I believe it would be helpful for him to identify particular skills for development that will be of greatest immediate value to his regular evaluation practice, while also reading selectively in other areas where his work may lead. Having a mentor may help him with focusing his energies in the most useful directions.</p> <p>WR – Once again Krisjanis has shown the ambition to use the theoretical knowledge from his masters studies in Germany in practical projects. With the time spent over this issue however he realized he should be making clear choice of the directions of his further development (here mentoring could help him) and boldly approach people and institutions in the area of his interest to further improve his knowledge and skills.</p>

	<p>feel that I need a mentor for myself. I will now consider finding a mentor for myself, approaching more experienced colleagues.</p> <ul style="list-style-type: none"> • Despite tension to be perfect on everything I should more involve others and be open to making alliances with other experts. 	
Other gains from the VEPR review	<ul style="list-style-type: none"> • Discussions during the review and shared experience of reviewers provided very valuable thoughts regarding the problems our VOPE is experiencing right now. I have understood that problems of our VOPE seems not necessarily stemming from lack of communication or bad management skills, but rather are related also to the lack of motivation and involvement. VOPE members should find their own motivation to come together, devote their time, share and act towards joint idea. VOPE leaders should provide the conditions for that, encourage mutual sharing and taking responsibility. • It may be the case that our community although formally registered as VOPE, is not yet ready to become an organization and shall return to more informal type of network. My responsibility would be to provide the platform for networking (e.g. using social media, regular informal meetings). • However technical means does not guarantee the participation. It needs regular communication with current and potential members on issues that are the most relevant for their professional growth. I am regularly following the latest developments in evaluation community via different blogs. Sharing these materials and contextualizing this information with topical events may be my input to solution the problem. 	<p>PO – Facilitating the development of a new organisation is a major challenge and requires time as well as particular skills. Krisjanis has rightly identified here that this task needs to be shared amongst the VOPE members.</p> <p>WR – The discussion about the struggles of small VOPE with lack of members engaged in voluntary work unfold very interesting and educative. I believe it has helped Krisjanis to realize the current situation requires some bold decisions.</p>
Other comments on the review outcomes or process	<ul style="list-style-type: none"> • I found the review a very valuable opportunity to share my professional struggles and concerns in an atmosphere of deep understanding. The review let me understand that I need to find a coach/mentor. It also reassured that some of my strategies are good and should be continued. • During the discussion, the 	<p>PO – I greatly admired Krisjanis's willingness to discuss with peers what he perceived as his own professional gaps. He evidently self-examines regularly on how to address issues in his work as they arise. I believe his consideration of a mentor would be valuable in Krisjanis's particular context.</p>

	<p>reviewers helped me to see some of the issues in the new light and to understand the possible causes for my personal struggles.</p> <ul style="list-style-type: none"> • In the following weeks after the review I have already applied some ideas. The review helped me to reassure and redefine my motivation of becoming better evaluator. 	<p>WR – Krisjanis has shown a capability to reflect in-depth on his own skills, ambitions, hopes, failures, emotions. It seemed by the end of the review he was able to conclude on further steps he should undertake.</p>
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Declaration

We declare that the VEPR review for KRISJANIS VEITNERS was completed on 1 May 2017 to the satisfaction in all aspects of the applicant and the two reviewers.

Signed

Reviewee: Acceptance confirmed via email.

Lead reviewer:



Second reviewer: Satisfaction confirmed via email.