

Learning on Deployment

Deployment learning goals

You need to define learning goals for each deployment, in partnership with your mentor. Complete this template and provide it to your deployment supervisor as soon as possible and ideally at least a week before your deployment begins. Discussing progress towards these goals will be an agenda item at your regular meetings.

Delegate/ learner name

Deployment host office

Date

Learning level

Learning goals

Specific areas for development/ aspects of CVA to experience



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Post-deployment evaluation

Your post-deployment evaluation and reflection is part of your post-deployment report. It is a structured way of learning from the deployment and will help you to plan your next learning activities. You should draw on the goals you set for the deployment and the feedback you received from your deployment supervisor. Refer to the cash competency framework to track your progress.

You can use the questions below to make initial notes for your evaluation and reflection. The piece of work you submit will be a short summary of these notes (not more than 500 words / 1 page).

You do not need to submit your notes for assessment! They remain confidential and you can choose what to discuss with your deployment supervisor, your mentor or the Programme Manager.

OVERALL

What went particularly well for you on this deployment?

What were the challenges for you on this deployment??

TECHNICAL

Which technical skills have you developed during this deployment?

Which technical areas were not covered in this deployment?

Were there any areas of technical capability in cash that were particularly challenging for you? Reflect on what it was that was difficult about them and what you would need to do to master them

From a technical perspective, what feedback can you give that would further improve the cash programming in this National Society?

PROFESSIONAL

How have your professional skills developed during the deployment? For instance, how well did you work with other staff? How did you give and receive feedback? Did you use leadership behaviours, negotiation or time management skills, and what was the impact

Which professional areas do you think you need to develop further? Think about aspects of the deployment that challenged your professional skills. What do you need to learn to better deal with similar situations in the future?

ORGANISATIONAL

Describe how this deployment improved your understanding of the organisation (Red Cross Movement and National Society).

If you noticed a need to further develop your knowledge and understanding of the organisation, which specific areas will you prioritise?

Please comment on the support you received from the supervisor and the National Society on this deployment:

HUMANITARIAN

Please describe at least 2 examples when you applied humanitarian principles in your work on this deployment, and made use of humanitarian codes and standards in your decision-making

Which humanitarian principles, codes or standards do you need a deeper knowledge and understanding of, to practice CVA ethically and with integrity?

Please make note of, and discuss with your Mentor, if during your deployment you noticed any behaviour that was not aligned with humanitarian principles or the Red Cross Code of Conduct? Behaviour may be your own, that of other staff or what you felt was expected of you.

If you have any feedback about this deployment for the Programme Manager, your deployment supervisor or your host National Society, please give it here.
