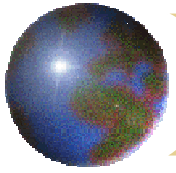


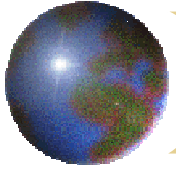
*Global Connections Short Term  
Mission Forum  
'Preparing for the Front Line'*

**Session 5 :  
Q&A/Conclusion/Summary –  
What Next?**



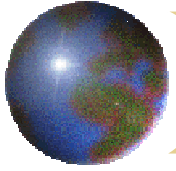
## *Dealing with Endings*

- ✦ Individual/team evaluations
- ✦ Debrief/appraisal
- ✦ Preparing for reverse culture shock
- ✦ Counselling/pastoral care
- ✦ Evaluation of leader/project
- ✦ Lessons for next time
  - statistics
  - post orientation/programme evaluation



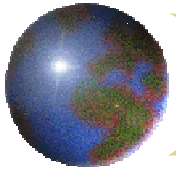
## *The Next Step...?*

- ✦ What next?!
- ✦ 'Career' / call guidance
  - further study?
  - other experience?
  - short or long term project?
  - same or other agency?



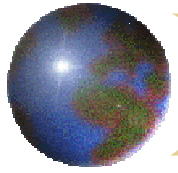
## *Latest Trends*

- ✚ Less ‘talk and chalk’, more
  - multi -media
  - activity learning
- ✚ Less practicalities, more culture/values
- ✚ Less ‘contact’, more online, e-learning
- ✚ Less batch training, more socialisation/cross-functional team building



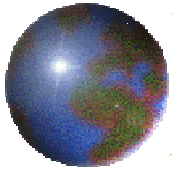
## *Top Tips (compiled during forum)*

- ⊕ Exciting / encouraging to see how much going on!
- ⊕ Thinking of alternatives, such as media for presenting – not ‘talk and chalk’ – mixed media.
- ⊕ Share mutual expectations - know them - let them know yours.
- ⊕ Find mechanisms to ensure key messages for orientation sink in : multiple telling!
- ⊕ Work through local Church as chosen key instrument.
- ⊕ Get to know the people to make - tailor and fit to individuals.
- ⊕ Share information with partners/agencies in a positive way - rather than competition.
- ⊕ Remember (ultimately) we are in it for God.
- ⊕ See mission as a building block – a part of a story – beginning, middle and end!
- ⊕ Importance of attitudes and values.
- ⊕ Diversity needs to be addressed in the variety.



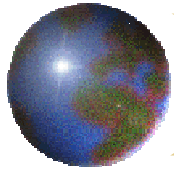
## *Concluding Comments*

- ⊕ Action planning
- ⊕ Networking
- ⊕ Resources



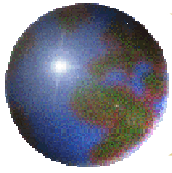
## *Appendix – Resource Websites*

- Roots 12 : HR Management. [www.tearfund.org/tilz](http://www.tearfund.org/tilz) or email [roots@tearfund.org](mailto:roots@tearfund.org)
- [www.peopleinaid.org](http://www.peopleinaid.org) or email [info@peopleinaid.org](mailto:info@peopleinaid.org)
- Children's rights [www.unicef.org](http://www.unicef.org)
- Staff in humanitarian work [www.hapinternational.org](http://www.hapinternational.org)
- Keeping children safe training materials  
[www.keepingchildrensafe.org.uk](http://www.keepingchildrensafe.org.uk)
- Advice for churches/Christian organisations  
[www.ccpas.co.uk](http://www.ccpas.co.uk)



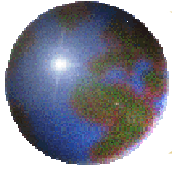
## *Appendix – Resource Websites*

- International Society of the the Prevention of Child Abuse and Neglect  
[www.ispscan.org](http://www.ispscan.org)
- [www.globalrecordings.net](http://www.globalrecordings.net) or email [UK@globalrecordings.net](mailto:UK@globalrecordings.net)
- Recruitment for short term mission programmes  
[www.globalconnections.co.uk/stmpapers](http://www.globalconnections.co.uk/stmpapers)
- General expatriate [www.expatexchange.com](http://www.expatexchange.com), [www.escapeartist.com](http://www.escapeartist.com),  
[www.outpostexpat.nl](http://www.outpostexpat.nl), [www.globalnetwork.co.uk](http://www.globalnetwork.co.uk), [www.transition-dynamic.com](http://www.transition-dynamic.com)
- Military personnel and their families [www.nmfa.org](http://www.nmfa.org)
- Future [www.christianvocations.org](http://www.christianvocations.org)



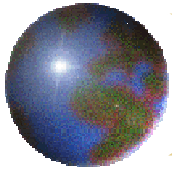
## *Appendix – Resource Websites*

- Expat families/partners [www.expatexpert.com](http://www.expatexpert.com),  
[www.geocities.com/expatmoms](http://www.geocities.com/expatmoms)
- Expat teenagers and adults who grey up overseas [www.tckinteract.net](http://www.tckinteract.net),  
[www.tckworld.com](http://www.tckworld.com)
- Chartered Institute of Personnel [www.cipd.co.uk](http://www.cipd.co.uk)
- Advisory conciliation and arbitration service [www.acas.org.uk](http://www.acas.org.uk)
- Health [www.interhealth.org.uk](http://www.interhealth.org.uk); HealthLink 360 [www.mhwwb.org](http://www.mhwwb.org)
- Safety [www.fco.gov.uk](http://www.fco.gov.uk)
- Resources [www.oscar.org.uk](http://www.oscar.org.uk)



## *Appendix – Books & Articles*

- Homeward Bound: A Spouse's Guide to Repatriation by R. Pascoe (Expatriate Press, 2000)
- The Third Culture Kid Experience : Growing Up Among Worlds by DC Pollock and RE Van Reken (Intercultural Press 1999)
- The Art of Coming Home by ME Yarmouth (Intercultural Press 1991)
- People in Resourcing 3<sup>rd</sup> Ed., Chartered Institute of Personnel
- Recruitment, retention and labour turnover survey 2007, Chartered Institute of Personnel



## *Appendix – Books & Articles*

- ✿ How to reduce executive failure through induction, by SH Davis 2005. *People Management*, Vol 11, No. 9, 5<sup>th</sup> May, pp40-41
- ✿ Helping new recruits to find their feet (2005) *IDS HR Studies Update*, No. 807, October, pp23-30.
- ✿ Welcome stranger: employers' induction arrangements today by N Rankin 2006. *Employment Review*, No. 849, 23 June, pp38-48
- ✿ How to design inductions programmes by HC Thomas. *People Management*, Vol 9, No. 9, 1<sup>st</sup> May, pp42-43
- ✿ Up to speed by C Van Vark. *Human Resources*, December, pp56-57,59