

Evaluation of the ESTEEM process

The final substep of Step 6 involves an evaluation of the ESTEEM process itself. Where possible, it is recommended that these issues are discussed by the project manager and the consultant in a final short meeting. Depending on the project and its situation, some of the following questions can help to guide the discussion in a reflective, but also constructive direction:

- What was most memorable about the ESTEEM process?
- What was most difficult or uncomfortable about the process?
- Was there a good balance between your input and the output you received?
- What have you learned about your project?
- What have you learned about the context and stakeholders of the project?
- Have you gained any new contacts (allies, information channels, opponents)?
- Are there questions that have been left unanswered?
- Are there things that should have been done differently?
- How has the project changed as a consequence of the ESTEEM process?
- Have any new management capabilities been developed?
- Would you do the ESTEEM process again?