



Workshop Evaluation Summary

Leading High Performing Project Teams Ft Huachuca, Sierra Vista, AZ January 12-13, 2012

These are the comments and ratings from the 21 participants who gave permission for publication. Minor editing was undertaken only to protect individual personalities. The original evaluation forms are available for perusal. Some questions were not answered by all respondents. General comments are not included, as they mostly mirror answers to question 1.

1. Please give us, in just a few words, your *overall impression* of the workshop.

- The most productive course I have taken in years. Something I can see how I will apply it in my future career.
- Very informative & practical of soft skills. Fun course with great learning.
- Excellent workshop to develop muscle memory of Leader's Skills.
- Informative, creative, innovative & motivational. Great job! Neil clearly knows this subject & supports with personal example. The simulation was a great tool to engage the participants in the learning.
- Well presented, well assembled. An angle I have never seen before.
- Good at showing what can work to create better teams.
- Excellent, well organized! Excellent workshop!
- Excellent workshop. Neil was outstanding and the information flow was top notch. Neil knows his business – he was outstanding. Great course – now need a PMP workshop out here.
- Very effective, helpful, and professional! We need more of this more often. (Contact Ft Huachuca staff/faculty – get them on-board.)
- This is a very well thought and ran course. It creates an environment for great expectations and enjoyment. Thank you Neil for facilitating our experience.
- Eye opening to new ideas about management, leadership and teamwork.
- Good leadership learning experience.
- The workshop was presented well/knowledgeable instructor. I felt the simulation could have been a bit more robust in it's options.
- Case study is a great way to get a lot of experience in a short time. It seemed rushed at first but the lessons came through at the end.
- Insightful, informative.
- Best "hands-on" I have had in my years!
- Useful information.
- Very good! We got to practice skills. Very knowledgeable instructor. Good job!
- Well done, organized and presented. My 4th such workshop, but good ideas still.

There are a number of objectives we seek to meet with each workshop, but there are **two key objectives** which we always aim to achieve. Please rate the level of your achievement against the following by marking the continuum somewhere between 1 and 5.

2. To what extent do you believe you can now:

a) apply the 5 Leadership Practices?

The group achieved a mean score of **4.35**.

This question is scored on a 5 point Likert scale. A score of 3 is the benchmark for acceptable skills transfer.

b) apply the 8 Dimensions of High Performing Teams?

The group achieved a mean score of **4.30**.

This question is scored on a 5 point Likert scale. A score of 3 is the benchmark for acceptable skills transfer.

3. Please mark how you feel about your relationship skills. Place an "S" (Start) to indicate how you felt before this workshop and an "F" (Finish) to indicate how you feel now.



The mean "Before" Score, using the 5 point Likert scale was **3.05**.

The mean "After" Score, using the 5 point Likert scale was **4.67**

This question relates to the "Stages of Learning" we undertake in skills development, moving from left to right. Most training leaves participants at the "Frustrated" or, occasionally, "Awkward" stages. These results indicate that for most participants the knowledge has translated into real skills acquisition.

4. What is the *value* of the workshop to you:

a) in your current job

The group's mean rating was **3.85**.

This question is scored on a 5 point Likert scale. A score above 3 indicates a high value.

b) in your future career

The group's mean rating was **4.90**.

This question is scored on a 5 point Likert scale. Again, this rating is very high.

5. How was the *pace* of the course for you? Mark your estimate on the scale.

The group's mean rating was **3.36**.

This question is scored on a double ended 5 point Likert scale, with 1 as slow, 5 as fast and 3 as "ideal". It is our preference to get a rating slightly above 3.0, because it simulates the discomfort felt by all facing change. This score indicates that some in the workshop would have preferred a slower pace.

6. Was the *depth of content* suitable for your experience? Please check the appropriate box.

Respondents answered as follows:

YES	NO
20	1

7. Please rate the facilitators/guides, on both facilitation skills and knowledge by checking points along the continuum.

We are meticulous in the way we train our facilitators and guides and have high expectations of ratings in this area. On this workshop, our expectations were met:

Facilitation Skills:

The group's mean rating was **4.67** out of a possible 5.

Knowledge:

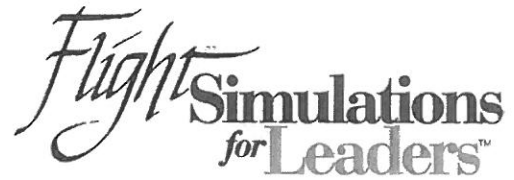
The group's mean rating was **4.78** out of a possible 5.

DAVIS & DEAN OVERALL ASSESSMENT

This workshop achieved or exceeded expectations in all areas. The "My Learning" individual feedback sheets showed a depth of understanding about the key issues and an ability and preparedness to act on these. Feedback from the facilitator indicated that the major learning outcomes were achieved or exceeded.

Improvement Areas:

1. Some concern expressed about the venue (temperature control, smelly bathroom, dingy carpet, etc.) But, the size of room was both necessary and unique in Sierra Vista.
2. Some thought that the break food/beverages could have been better – more variety.



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Workshop participants were asked to identify their key learning and the short and long term application of their new knowledge and skills. Here is a compilation of what the workshop participants reported.

What I learned about myself as a leader. . .

- That I had some soft skills but didn't always apply them when a situation really called for them.
- Competent in knowledge of leadership; improve on application of LPI – Principled Leader.
- I need to apply what I learned, but also need to focus on the soft skills. Soft skills are easily neglected.
- I am better than what I thought.
- I need to improve across the board to become a great and successful leader. At the moment I rate myself as a good leader.
- That I am willing to listen to other leader's perspectives.
- That I am able to stay very organized, but that I need to appreciate the small things that people do and praise them for it.
- I learned that I tend to focus more on the task than on leadership soft skills.
- I learned weaknesses and how I can improve them!
- Need more patience; build more cooperating skills.
- Need to take risks – need to practice.
- I must improve my ability to share a vision.
- That I need to encourage and empower my team more to make decisions instead of micromanaging.
- I need to provide more of a vision to my team. I should praise more often.
- Need to work on the soft skills more.
- There is more than one way to get the work accomplished.
- Take time to develop soft skills.
- I'm pretty good – can use some improvement.
- Practice patience more. Be proactive about giving Kudos.
- I need to improve my soft skills.

What I learned about myself as a team member . . .

- That I can be just as effective using soft skills as a leader then trying to manage.
- Can listen & discuss without judgment – committed to project – focused on the

common purpose/end state.

- I work well under a little pressure, but not too much.
- Can work with others easily.
- Great as a team member. Have always excelled in a team setting.
- I can work well on a team in any position as long as I know I am making a difference.
- That I am able to appreciate everyone's input, and learn from it.
- I learned that I can be more productive as part of team than working individually.
- I continued my learning process and reinforced my current team base.
- More practice of all the soft skills required.
- Cooperative – need to voice up more.
- That I am able to understand other team members points of view.
- Sometimes I may not be easy to work with.
- Staying positive is more helpful. Try, experiment and risk are powerful.
- Very good team member.
- I do have some good ideas and points to share with others.
- Respect one another.
- Same as above.
- I'm impatient. I can work with different team members and achieve success.

What I'll apply next week . . .

- To utilize the 5 Practices of a leader & * dimensions of a High Performing Team to be a more effective leader.
- Apply the 5 Leadership Practices; especially inspiring & encouraging my team.
- Concentrate on using the soft skills to improve work relationships.
- Work on creating a better work environment.
- Will apply the practices to praise and enable my team more.
- My listening skills.
- Appreciate and apply the soft skills, communicate better, and listen more.
- I will take the 5 Practices and 8 Dimensions and apply two of them each week and see the reaction of my team.
- As I move forward I will attempt to share my learning experience with my fellow co-workers.
- Team work skills and 8 Dimensions.
- Show my team lead the 5 Practices & 8 Dimensions to see how they can be incorporated.
- Reaffirm team goals. Review roles & responsibilities.
- To allow team to think and solve issues that arise on their own.
- Be positive.
- Soft skills: might use the calendar method of using the principles.
- More soft skills "thank you" notes.

- Praise when it applies.
- Everything!
- Listening skills.
- Soft skills.

What I'll do in the long term . . .

- Soft skills apply to everything is my life.
- Make a plan/routine to employ the 5 Leadership practices. Integrate a way to recognize & apply the 8 dimensions of High Performing Teams in my work.
- 5 Practices and 8 Dimensions.
- Create better teams.
- All the knowledge gained to make better me a better manager and leader.
- My pushing down work load to the level able to perform the task.
- Use the principles of a better leader, and hopefully things I learn from being PMP certified.
- I will hold a workshop at my organization and explain (train) what I have learned.
- I am hopeful that as I continue to increase the responsibilities of others I can apply what I've learned and ultimately create great teams!
- More focus on performing skills learned.
- AS much as possible, a little at a time, when I can.
- Empower team members to act with initiative.
- Same as above.
- I would like to be in a more of a leadership role.
- Make sure I keep working on all of the skills.
- Understanding others on my team and their strengths/weaknesses.
- Take time on team skill.
- All of the knowledge & principles.
- Same as above.
- Learn more about PMP.