



## **The LEAD Program**

### **July 10-13, 2017**

#### **What will you try and do differently when you return to work?**

- Several things I've learned to be a more effective leader. Encouraging and motivating my staff will be the most important
- Review class with team, and develop plan to increase teamwork
- Work on being more positive and facilitating to staff and peers. Although results and policies are the main forms of the finance department, I can adjust the culture of how we get there
- Not only to listen to my supervisors but employees and not get so involved in the day to day and allow supervisors to do their jobs
- More culture to be a bit more people-oriented (clan). Provide feedback to direct reports specific to their annual goals more regularly. Work to be more agile in the adhocracy space
- Talk with the bosses about the class and key takeaways. Review my 360 again and look to improve my relationship with directors by listening to them ore ad getting their input
- Focus on more frequent communication with my team. Reach out to my team more often for their input. When I see underperformance, I will be timelier in addressing it
- Step away from the moment
- Take more time to evaluate future plans and strategic direction for my team. Work on self-confidence and increasing D behaviors when warranted

#### **As you reflect on the week, what was the most interesting or helpful information you learned or experienced?**

- How to break down the different culture types and understand. How to adjust yourself when needed.
- Good refresher to the work I did with Kelly last year. Also, gave me the time to reflect on what I need to do internally with the organizational changes occurring. Really like to trio's
- Leadership is in the eyes of the follower and the Leadership Quadrants are Clan & Adhocracy
- That it is a process that must have a plan in place before change can occur
- DiSC personal styles. The simulations were very helpful and interesting.
- Enjoyed the building exercises to help drive the lesson. The push/pull between the cultures/orientations was an eye opener for me
- Feedback from the 360s by my boss and direct reports
- My personality imbalances
- Primarily reinforcing what I know about my group with the 360 feedback



### **What would you like to see more or less of in the program?**

- The program was evenly weighted and great
- No complaints
- More time and focus on the 360 (External views). The DiSC Assessment is also valuable as it shows how someone views themselves however a comparison of the 360 to the DiSC results would be interesting.
- Well balanced
- I really liked the before/diversity of class setup and delivery
- A few more breaks, or longer breaks would be helpful. With three instructors one or more can break away from the session to check emails, decompress, etc. But the attendees are going all the time and need a few more breaks
- More one on one time
- More guiding in the trios/quads...we were a little slow to collaborate and example questions—intervention from the teachers could have helped
- Days were long, maybe give some of the 360 analysis as evening homework to give a “brain break” instead of doing all in class

### **How would you compare LEAD to other programs you have attended?**

- Very good
- Good program, lots of interaction and appreciated the change up of presenters
- Great job by the facilitators and a great group of participants
- The most entertaining that I have gone through
- Very competitive. I like the content and how it was delivered (3 facilitators) I like how the integration of work unit, personal style, and feedback
- LEAD had more in-depth discussion on the rationale and responses behind each quadrant and orientation. Good focus on the organization and the person. Prior training was just focused on one or the other
- Very good at relating the material to my particular work situation
- Better! More involved, relevant, appropriately content-heavy

### **Does the value delivered in the program meet or exceed its cost of time and/or money?**

- Yes, very much so. Yes. yes
- Exceed
- Meet. Meet
- I don't know how much the program cost, but definitely got value out of attending.
- Yes. I can't equate cost though



**Thinking about the week in total, what was the most helpful aspect of LEAD?**

- The 360° feedback
- Personnel reflection on organizational performance; it's important to make the time for these activities
- 360 and how to plan culture changes based on the results (day 4)
- Sharing your issues with team members and realizing you all have issues
- Working on a plan for a different future state
- Learning the cultural models and how they push/pull with each other and the plus/minuses of each. Interacting with the different attendees and learning about them, business, and roles.
- The one on one time with the instructors
- Applying the 360 analysis to strategic planning for actions to take back to the team

**Was the workshop personalized enough to meet your needs? If yes, how so and if no, what could we do to improve?**

- Yes, it gave me more confidence in my job.
- Yes
- Yes. The size of the group allowed ample time to meet individually and periodic “over the shoulder” conversations. I would like a summarized narrative of my survey results as interpreted by the facilitators.
- Yes, it was a balance of bookwork and physical team getting together
- Yes, we received plenty of personal attention with many opportunities for more if desired
- Yes, the interaction with the instructors was helpful, the DiSC and 360 did a very good job of capturing my strengths/weaknesses
- It was helpful that there have been others from my organization go through the program so the presenters had a good general understanding of our organization
- Yes, there was plenty of opportunity for one on one
- I like that a good portion of time was spent working on personal assessments and planning vs listening/simulation activities

**Please comment on the quality of the manuals, handouts and 360 assessments etc....**

- Very good and easy to interpret.
- Very good, wish I would have updated mine to be more recent. 6-8 months old data
- Good quality
- Very resourceful
- I found all the materials to be helpful
- Lots of info in the manual/handout, but very easy to read and understand
- The detail of the 360 analysis was impressive
- Page updates could help, and it was hard in general to complete desired culture section as I kept browsing for previous answers
- Documents were well structured and easy to follow



### **How can we best support you back on the job?**

- Stay in touch
- Occasional email to remind me of upcoming events
- In previous organizations, I had an external mentor who was removed from my direct work unit. It would be helpful to have someone help me navigate through frustrating or difficult scenarios
- I think I have all that I need it just needs to be applied
- Be available for questions/consultation
- Follow up in 4 months
- Maybe have me share my action plan to increase accountability
- Offer materials as needed to repeat assessments or evaluations to monitor progress or see impact of organizational changes

### **How would you rate the accommodations, meals, location and hotel?**

- Very good.
- Good
- A+ (Maybe something healthy for breakfast: fruit?)
- All 1<sup>st</sup> class
- I was local so didn't stay at hotel. The conference room was good as were the meals. I enjoyed the Wednesday night dinner
- Meals-very good Location-good Hotel-good, although I stayed at a different hotel
- The accommodations were good. Not extravagant but I don't think they needed to be. The meeting room was good
- Great!
- Conference facility was nice-did not stay at the hotel. Ann Arbor is a good location.