

**Fast Track Leadership Workshop**  
**March 15<sup>th</sup>, 2013**

Attendance

- Thirty individuals attended and 29 completed evaluations.
  - Twenty five (86.2%) identified as faculty and four (13.8%) identified as administrators.

Quantitative Results from the Evaluation Form

**My participation in this workshop has helped me develop leadership skills that will assist in my career advancement.**

	Frequency	Percent	Cumulative Percent
Agree	8	27.6	27.6
Strongly Agree	21	72.4	100.0
Total	29	100.0	

**I feel I have a better understanding of how to strengthen my "soft skills" and persuasively sell my ideas to others.**

	Frequency	Percent	Cumulative Percent
Agree	6	20.7	20.7
Strongly Agree	23	79.3	100.0
Total	29	100.0	

**I feel better equipped to continue with my current leadership role or pursue a new leadership role at NDSU after participating in this workshop.**

	Frequency	Percent	Cumulative Percent
Agree	13	44.8	44.8
Strongly Agree	16	55.2	100.0
Total	29	100.0	

**This workshop was a positive networking experience for me.**

	Frequency	Percent	Cumulative Percent
Agree	16	55.2	55.2
Strongly Agree	13	44.8	100.0
Total	29	100.0	

**I would recommend this workshop to others.**

	Frequency	Percent	Cumulative Percent
Agree	9	31.0	31.0
Strongly Agree	20	69.0	100.0
Total	29	100.0	

**How would you rate the overall quality of this workshop?**

	Frequency	Percent	Cumulative Percent
Above Average	12	41.4	41.4
Excellent	17	58.6	100.0
Total	29	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have about leadership and the skills necessary to be successful in and/or pursue an academic leadership position after attending this workshop? Please list any topics related to leadership that you would like to receive additional information about or ideas that need further clarification.
  - Anxious to receive password/access to on-line resource.
  - The facilitators are excellent. They'd like to come back – I think we should try to get them.
  - Having hard conversations would have been helpful.
  - How to improve "self awareness"/confidence skills.
  - Most of us were not in last year's workshop and would be nice to focus on hard skills.

2. What do you think were the most helpful or valuable aspects of this workshop?

- Evaluations and the information to support them.
- Learning about conflict approach styles.
- Realize that there are other “skills” that can help you be a better leader.
- Increased self-awareness with instruments especially the EQ-i. Communicating with people who have various change styles.
- Personalize TKI/EQ/CSI assessments.
- Emotional intelligence – eye opening. Response to change.
- Clarifying my own emotional qualities and how to use those – the handouts and personalization was helpful.
- I loved getting my personalized assessment results.
- Interaction.
- The metrics were interesting.
- Explanation and examples of personality traits and how to respond/approach them.
- Pros and cons of conflict styles.
- Test results/practice exercise.
- Personal evaluations and interpretation.

3. What is one tip or strategy you learned today that you will be able to implement to improve your leadership skills?

- Changing leadership styles to adapt to the situation.
- Be more flexible in approach to conflict.
- Reflecting on scales to move towards improving at least 1 or 2 soft skills.
- More inclusive use of conserver/pragmatist/originator types.
- Adapting message for change.
- Understand colleague perspectives.
- Select common topics in discussion.
- Communication styles.
- Listen more closely.
- Speaking the language of other change agent types.
- Many.
- Be more aware of others’ styles and values.
- Recognizing my soft skills and how to work with others.

4. How could this workshop be improved to be more beneficial to you?

- Follow-up with small group discussion one month later.
- No suggestions.
- Prefer getting EQ results after description/not during. Would be interesting to self assess prior to seeing formal assessment results.
- More than one fast day.
- Smaller size, more interaction.
- Use one case study.

5. Please provide any additional comments you have about today’s workshop and/or the FORWARD program in general below or on the back of this page.

- Watch gendered terms, not all bosses are men!
- Thanks!