

Fast Track Leadership Workshop
March 17th, 2014

Attendance

Thirty one individuals attended the training and 27 completed evaluations.

- Of those who completed evaluations, eight (29.6%) identified as administrators, 13 (48.1%) as associate professors, and six (22.2%) as assistant professors.

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	29.6	29.6
Strongly Agree	19	70.4	100.0
Total	27	100.0	

I feel I have a better understanding of how to manage interpersonal conflict as a result of this workshop.

	Frequency	Percent	Cumulative Percent
Agree	8	29.6	29.6
Strongly Agree	19	70.4	100.0
Total	27	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	14	51.9	51.9
Strongly Agree	13	48.1	100.0
Total	27	100.0	

This workshop was a positive networking experience for me.

	Frequency	Percent	Cumulative Percent
Disagree	2	7.4	7.4
Agree	8	29.6	37.0
Strongly Agree	17	63.0	100.0
Total	27	100.0	

I would recommend this workshop to others.

	Frequency	Percent	Cumulative Percent
Agree	5	18.5	18.5
Strongly Agree	22	81.5	100.0
Total	27	100.0	

How would you rate the overall quality of this workshop?

	Frequency	Percent	Cumulative Percent
Average	1	3.7	3.7
Above Average	14	51.9	55.6
Excellent	12	44.4	100.0
Total	27	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.
 - Handling annual evaluations.
 - Conversation steering techniques.
 - How to move out of accommodating style.
 - More information about creating high functioning work environments that don't generate conflict.
 - How do you deal effectively with faculty who suffer from "high anxiety" and related high "needs for control." These faculty often seem to want constant reassurance.
 - I would still like more help with the bullying that comes in the form of victimhood.
 - How to address longstanding conflicts.
 - Solving tenured professor continuous conflicts.

2. What do you think were the most helpful or valuable aspects of this workshop?
 - Twelve steps.
 - Peer coaching.
 - The practice at leadership problem solving.
 - The TKI and peer coaching.
 - The talking – it was great to hear the tips for communication.
 - Interactive and dialogic components.
 - The role playing experiences were very helpful for practicing the skills. It is a good way to try and reflect in a low stakes environment.
 - Peer coaching and role-playing scenarios.
 - Peer coaching session.
 - Discussion of the "12 steps to success."
 - Case studies to practice communication strategies.
 - The role playing.
 - Practicing.
 - Hands-on, interactive, knowledgeable presenters.
 - Role playing.
 - Role playing.
 - Practicing the skills.
 - Strategies for dealing with difficult conversations.
 - Cases.
 - Peer coaching.
 - Role playing exercises.

3. What is one tip or strategy you learned today that you will be able to implement to improve your leadership skills?
 - Rephrasing, reframing, reflecting.
 - More real examples.
 - Reflective questions.
 - Peer coaching.
 - I learned several strategies today that will help me to be more effective in addressing conflict and making it a productive force.
 - I actually really value understanding my conflict resolution tendencies so I can try to balance them more fully and develop them.
 - Peer coaching.
 - How to participate in a difficult conversation.
 - Strategies within "12 steps."
 - Positions vs. interests.
 - Help people solve their own problems rather than solving it for them.
 - Work on peer-coaching – it is hard.
 - Peer coaching.

- Peer coaching.
 - Facilitory leadership.
 - Focus on listening, respond don't react.
 - Peer coaching.
4. How could this workshop be improved to be more beneficial to you?
- Break into two days.
 - A bit more hands on.
 - Less repetition from last year's workshop.
 - None.
 - Even more interaction and discussion about scenarios/case studies. A small thing – Please use inclusive language rather than “you guys” when referring to the group.
 - Perhaps ask us to read at least one article, as well. Not a heavy reading load but a small but reasonable one.
 - Name tags.
 - More guidance on role of technology in conflict.
 - An evening session with morning follow-up – just too much in eight hour stretch.
 - Provide copies of NDSU-specific slides. Provide full copies of all case studies to every participant.
 - Was very good!
 - More time on difficult conversations.
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.
- Good program, must engage more people.
 - I really enjoyed and appreciated the workshop! Thanks much – Kent.
 - FORWARD is an excellent program.
 - One of the most useful workshops I've been to. Now I feel like I could be chair someday! ☺
 - All useful!
 - Great job – I always learn valuable skills with Reuben and Claudia.
 - Awesome and lots of fun!
 - Enjoyed it.