

FORWARD
FastTrack Leadership Development Workshop
March 16th, 2015

Attendance

Twenty nine participants attended the training, and 26 completed evaluations.

- Of those who completed evaluations, six (23.1%) identified as administrators, three (11.5%) identified as full professors, nine (34.6%) identified as associate professors, three (11.5%) identified as assistant professors, one (3.8%) identified as a professor of practice, one (3.8%) identified as a lecturer, and three (11.5%) identified as staff.

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	10	38.5	38.5
Strongly Agree	16	61.5	100.0
Total	26	100.0	

I feel I have a better understanding of how to create cultural change on the organizational level as a result of my participation in this workshop.

	Frequency	Percent	Cumulative Percent
Disagree	2	7.7	7.7
Agree	14	53.8	61.5
Strongly Agree	10	38.5	100.0
Total	26	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	11	42.3	42.3
Strongly Agree	15	57.7	100.0
Total	26	100.0	

This workshop was a positive networking experience for me.

	Frequency	Percent	Cumulative Percent
Agree	13	50.0	50.0
Strongly Agree	13	50.0	100.0
Total	26	100.0	

I would recommend this panel discussion to others.

	Frequency	Percent	Cumulative Percent
Agree	7	26.9	26.9
Strongly Agree	19	73.1	100.0
Total	26	100.0	

How would you rate the overall quality of this workshop?

	Frequency	Percent	Cumulative Percent
Average	2	7.7	7.7
Above Average	16	61.5	69.2
Excellent	8	30.8	100.0
Total	26	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 to 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.
 - How to be a good boss. How to be less passive.
 - How to inform the decision makers that I am interested in a formal leadership position.

- Evaluation on putting practices into play.
 - Networking, visioning.
 - The afternoon session was too abstract – concepts hard to apply in a concrete way. Morning session was helpful.
 - Basically being a middle manager.
 - Help lead a department in collaborative decision making when everyone has their own interests.
 - How do you create experiences that impact beliefs. The info seemed somewhat vague. How do you ensure you take in diverse perspectives yet ensure meeting deadlines?
 - More specifically related to university administrative leadership.
2. What do you think were the most helpful or valuable aspects of this workshop?
- Self-reflection on our personalities.
 - The morning.
 - Understanding and use of Myers Briggs behavioral dimensions.
 - Our individual reports and the examples about needed campus changes.
 - Re-doing the Myers Briggs.
 - Thinking about the perspectives that others bring to decision making and collaboration.
 - Understanding base orientation of self and others.
 - Morning sessions.
 - Discussion of negotiating different personalities.
 - Claudia's stories and examples.
 - Culture change activity at our table.
 - The Myers Briggs Type Indicator and considering where others fall in the Myers Briggs Type Indicator.
 - Myers Briggs Type Indicator and its use of working with others.
 - Interactive exercises.
 - Test yourself and values.
3. What is one tip or strategy you learned today that you will be able to implement to improve your leadership skills?
- Be empathetic of how other people operate.
 - Adapt to other personality preferences to provide inclusion for greater input and ideas.
 - I will be more self-aware of how others of different Myers Briggs Indicator-types may perceive me.
 - More enhancing meetings.
 - Saying honestly when you hear someone attributing motive to behavior.
 - Better consideration of others' perspectives with same "facts".
 - How to interact with people on opposite end of spectrum.
 - Changes to meeting structure.
 - How to deal with others who are different than me.
 - Appreciation of Myers Briggs Type Indicator and its use in relating to others.
 - Getting peoples' attention, 1, 2, 3, clap.
4. How could this workshop be improved to be more beneficial to you?
- The afternoon.
 - More interactivity throughout culture change section.
 - One-day in spring break is good, but maybe two-day summer follow-up would aid in implementation of skills presented.
 - More activities and hands on.
 - More activities and skill development.
 - Streamline approach?
 - Strengthen talk on organizational change.
 - The cultural change section was a little broad and ambiguous.
 - Assign people to tables and then switch during the day.
 - Good, it was, but more specifically related to university leadership.

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.
- Very enjoyable.
 - Thank you!
 - Well done, useful.
 - Great job!