

FORWARD
Fast Track Leadership Workshop: Accountability and Creativity
March 18, 2016

Attendance

Thirty individuals attended the training and all 30 (100.0%) completed evaluations.

- Of those who completed evaluations, nine (30.0%) participants identified as administrators, six (20.0%) as assistant professors, eight (26.7%) as associate professors, five (16.7%) as full professors, one (3.3%) as a professor of practice, and one (3.3%) did not respond to the question.

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
Disagree	2	6.7	6.7
Agree	17	56.7	63.3
Strongly Agree	11	36.7	100.0
Total	30	100.0	

I feel I have a better understanding of how to create a culture of organizational accountability as a result of my participation in this workshop.

	Frequency	Percent	Cumulative Percent
Strongly Disagree	1	3.3	3.3
Disagree	4	13.3	16.7
Agree	16	53.3	70.0
Strongly Agree	9	30.0	100.0
Total	30	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
Disagree	3	10.0	10.0
Agree	16	53.3	63.3
Strongly Agree	11	36.7	100.0
Total	30	100.0	

This workshop was a positive networking experience for me.

	Frequency	Percent	Cumulative Percent
Agree	15	50.0	50.0
Strongly Agree	15	50.0	100.0
Total	30	100.0	

I would recommend this panel discussion to others.

	Frequency	Percent	Cumulative Percent
Disagree	2	6.7	6.7
Agree	15	50.0	58.6
Strongly Agree	11	36.7	96.6
Not Applicable	1	3.3	100.0
Missing Data	1	3.3	
Total	30	100.0	

How would you rate the overall quality of this workshop?

	Frequency	Percent	Cumulative Percent
Average	7	23.3	23.3
Above Average	15	50.0	73.3
4.50	1	3.3	76.7
Excellent	7	23.3	100.0
Total	30	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.
 - Motivation is fine but what do you do when goals are disparate?
 - Working & developing relationships within a highly decentralized organization such as the university.

2. What do you think were the most helpful or valuable aspects of this workshop?
 - Four Sight Leadership Style.
 - Understanding my own skill set better, and those of others that I work with.
 - The Foursight Thinking Guide.
 - Profiles.
 - Overall, very good.
 - Opportunity to reflect on my skills and limitations, including my ability to listen and ask reflective questions.
 - Activities, role-play exercises.
 - Last part with direct information on our own leadership styles.
 - Interactive pieces applying what we learned.
 - How to structure problems.
 - Some aspect of the accountability modeled.
 - Accountability stuff.
 - Meeting other faculty, great for future collaboration!
 - Meeting other faculty from other colleges.
 - Getting our Foursight assessment results. Leadership book & access to research.
 - Analyze the Foursight Thinking Profile
 - Interacting with colleagues I did not know well.

3. What is one tip or strategy you learned today that you will be able to implement to improve your leadership skills?
 - Building weaker categories in Foresight.
 - How to motivate others to be more accountable for the success of our department.
 - How to improve accountability.
 - Think of roles on team.
 - Understand various motivations in order to solve a problem.
 - Reflective questioning.
 - Consider others' Thinking profile/preferences when forming working groups.
 - Knowing my style.
 - Coaching – might work well to mention this within dept.
 - The means-ends confusion & processes in working with others.
 - Brainstorm bricks
 - My group gave me good coaching advice on a problem.
 - 4-Sight Thinking Profile.

4. How could this workshop be improved to be more beneficial to you?
 - The morning portion was too long – working on problems as a group using Motivation/Ability should be CUT.
 - Not sure.
 - Group exercises.

- Well-developed program.
 - More focus on personal leadership development.
 - It was great!
 - The creativity module was a little vague. It was a little like someone reading off the slide.
 - Give results to Foursight score sooner.
 - The first half of the workshop was too other focused instead of self-growth. I spent a lot of time talking about a problem within another person but not learning about myself and my own process. I would recommend the presenters stick to examples relevant to higher education and have some awareness of the NDSU context (dealing with serious budget issues). It would have been nice to have time to get to know the people at my table.
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 job Reuben & Claudia!
 - Again!
 - I appreciate the FORWARD programming.
 - I wish it was more interactive – some of the lecture pieces got a bit long. The explanation of the Foursight types especially felt belabored. Get the audience more involved. I felt Ruben did not understand/appreciate the audience. I felt condescended to – like very obvious things were over explained to us as if we were dumb. Also would have liked to have the test results before he explained/discussed each type in so much detail. Felt I could have figured it out myself with the booklet – all the lecture was not necessary.
 - Thanks so much! Very much enjoyed this & found it useful.