

CMD ***Leadership ELITE***
Certificate Program
XXXXXXX Company Spring 2014

OVERALL EVALUATION SUMMARY

Why did you enroll in the Leadership ELITE Certificate Program?

- Asked to attend by leadership; goal was to learn some new leadership processes
- Enrolled by leadership
- It is always good to learn more about leadership
- Asked by leadership to attend
- Because it was offered and we had good reviews
- I was given the privilege/opportunity to attend; couldn't pass this up
- Great opportunity to learn how to be a better leader/manager
- I wanted an opportunity to grow as a leader and I was picked for the course
- I was offered the opportunity and jumped on it
- I was selected by leadership to attend
- I was told to; however, I would have lobbied to be included if not told; I always am looking for different leadership/management experiences
- It was offered to leadership and I thought it would be a good opportunity to learn more; frankly, I don't always read as much so this was chance to focus on that
- The chance to learn more leadership lessons
- Always open to different perspectives and education pertaining to leadership; no ending to leadership development
- I wanted to improve my ability to hire the right people for my organization
- Management directed opportunity
- Supervisor recommendation
- Nominated/selected by senior leadership to participate
- I was enrolled by my leadership
- Understand leadership concepts

Were your expectations met?

How?

- The 4 Keys was a good concept which I will use in the future
- Had no expectations prior to class
- Some of my stereotypes were completely shattered
- More than I expected
- Actually exceeded, a lot of learning points and good perspectives; great definition of leaders versus managers
- It allowed me to critically examine personal characteristics and traits I possess; it

validated many and opened my eyes for other things to consider; outstanding course for leaders

- Helped break down some conventional wisdom myths
- Great course; stimulated lots of discussion and lots of thinking; I liked the “out of the box” thinking throughout
- My state of mind and attitude towards training have been upgraded substantially
- I realized that I do have a clue...just need to move on out and make some waves
- By learning different ways of thinking regarding subordinate development/growth
- The discussion really enhanced the reading; conversations amongst our peers were also beneficial
- I was/am able to better understand the importance and difference of talent vs. experience
- Attained more tools and a broader perspective on leadership casting and interviews
- I have a much better understanding on how to use the interview process to identify individuals that would fit the needs of my organization
- Outstanding take on challenges of leading and managing
- Previous student of Dr. Graham; know his style and depth of knowledge; I expected to get a quality interpretation of how to be a successful leader, and I did!
- I learned my leadership style

Would you recommend Leadership ELITE to other members of your organization?

Why?

- I feel many of the supervisors in my group would benefit from this course
- Very insightful
- The book is great; offers some excellent insight into leadership applications
- Because our way of leadership development is not perfect, this course provides different tools and techniques that are proven
- We all have more to learn about getting the most out of our organization
- Absolute must; people (leaders) need to understand themselves and get perspectives from their peers
- Anyone involved in the hiring process/selection should take this course
- The “nonconventional” thinking is great; makes you really take a hard look at how you lead/manage your own organization
- It makes you self-evaluate your leadership style
- Very valuable
- Solid concepts that can benefit my organization but break the conventional mold of thinking
- This course helps you to think about how this material applies to our specific situation (people and goals); it also challenges many previously held outlooks on leadership and management
- It is valuable information
- To open up my leaders perspective on how people function
- All managers should be exposed to this

- Great opportunity to build skills/perspective
- Beneficial for anyone; even good leaders can continue to refresh and grow their skills
- Lots of personal application concepts

How would you rate the textbook, *First, Break All the Rules*?

Why?

- Good information
- I will be sure to recommend this book to others
- Will pass around to co-workers to read
- All backed up by data; good perspectives on peoples' behavior and tendencies
- Not just theory, but data gathered from those that are most effective
- Really liked the examples and out of the box thinking
- Easy read, clear, and concise
- Easy read; very easy to understand and relate too
- I enjoyed the numerous examples and application of principles
- Great read; easy to follow
- Great book; for the most part, easy to read and comprehend
- Enjoyed the read

How would you rate the materials in your notebook?

Why?

- The exercises were good
- Mentally challenging
- Good exercise materials for individual and group discussion
- Good exercises; thought-provoking discussions
- I found the scenarios very helpful and insightful; unfortunately we weren't able to use them all
- Need more time on the exercises
- I plan to use a lot of this information for team meetings
- Emphasized main points effectively
- Very interactive
- Well organized, easy to follow; will use in the future
- The exercises generated some good discussion

How have you benefited from Leadership ELITE?

- Gained new ideas and perspectives
- New and different ways of encouraging growth of my subordinates
- Recognize my leadership strengths and weaknesses
- I have become more self-aware of how I lead and think
- New outlook on some approaches; revamped how I deal with my team; incorporating concepts into my organization/leadership approach
- Redefined some of my beliefs and gained a different perspective on others
- Slight course corrections

- I have a much broader understanding of what to look for when hiring and motivating the folks I supervise
- I feel I have a better perspective on how people click; more tools in my tool box
- I feel as though I have better knowledge of my leadership behavior
- It has changed or enhanced many of my previous beliefs/thoughts; it has made me analyze my thoughts and confirm many, but look at others in a new light
- Great course; the networking; big benefit is my whole leadership style is validated and I now know why I do what I do
- It has allowed valuable feedback from my peers and to discuss their ideas on leadership
- Great discussions
- I will approach hiring, performance feedback, and appraisals differently
- It asked questions of myself that I had not considered in previous self assessments
- Self introspect
- Opened my eyes on better ways to lead my people and to pass on what I learned
- It has made me think much more about effective recruiting over training

Do you have a comment about our program that you would like to share with us?

- Continue to be a great resource for the local community
- Dr. Graham was engaging and made the experience on point and very rewarding
- I would encourage all young managers to attend this or a similar course
- I enjoyed the class; I enjoyed the interaction and the perspective the book offered
- I really enjoyed Dr. Graham's emotional approach
- Very effective course; facilitation was excellent, personable, engaging, and funny
- Thank you very much! I appreciate the time and effort
- Thanks for working with us
- Thank you for a enlightening experience
- Dr. Graham is by far the best speaker/teacher that I've ever had the pleasure of listening to