



## Certificate in Supervision Fall 2014

### **OVERALL EVALUATION SUMMARY**

**Total Evaluations Received: 31**

#### **Why did you enroll in the Certificate in Supervision?**

- Part of my promotion was to take this course within a year
- My boss said that it would help me improve as a supervisor
- To help me deal more effectively in my new position
- Gain knowledge for my current position; I had not supervised others prior to
- Improve management responsibilities to transfer from a doing to an assigning role
- Further experience in leadership
- I am making the transition from Union worker to a supervisor position of the 11 guys I have worked with for 23 years
- I am currently transitioning between a worker and a supervisor/manager role; my company has used Leadership Elite from CMD and was very pleased, so they wanted me to try out this course to aid in my transition
- Improve supervisory skills and have it added to my resume
- To gain knowledge of how to manage others
- My supervisor suggested I do so
- To increase skill set
- I had a colleague recommend I, and when I took a position as a supervisor, I just knew it would be a great investment in my and ultimately my team's future
- I have never had any formal training in supervision
- Been doing for a while but didn't have formal training
- To obtain some training for a new position I had obtained
- In hope to become a better supervisor
- I have been in the supervision role for about 5 years and I feel most of the time I am trying to figure things out on my own; I feel I have had little guidance and felt it could help some of my doubts
- Mid Kansas Coop likes to use CMD classes for continuing education
- My company recommended it and signed me up
- To enhance my skills and to become a supervisor
- To improve my skills as a supervisor
- Learn more and show initiative
- To learn the basics of supervision/management and actually apply them
- My new employer recognized my potential for being an outstanding supervisor, and they offered me the opportunity to grow through CMD; I was and am appreciative
- I enrolled to gain knowledge on how to become an effective supervisor

- I felt it would be interesting and benefit my goals with the Bradbury Company
- Job requirement
- As part of a coming promotion my supervisor believed it would benefit me
- To gain perspective and insights on my leadership strengths and deficits; I desire to grow in my ability to lead effectively
- I was enrolled by my employer to help groom me for new role

**Did the program meet your expectations?**

**Yes**            31            **No**    0

**How?**

- From the first session on, I have learned a tremendous amount to apply in my career; the sessions were relevant to the workplace and how to make the best decisions when a situation arises
- With everyone's involvement in the class, it made it stand out; the stories and statements from the group made the points even more relevant
- It showed me some practices and ways to deal with situations that are relevant to my job
- Gave me some ideas to help coach my employees
- Gave me more perception on how to handle personalities
- I think things through before I make snap decisions that could affect job performance
- Gave a good and broad overview of skills and techniques that are needed to be an effective supervisor and leader; also supplied practical examples and exercises to build skills and learn what pitfalls to avoid
- I feel more comfortable in giving directions and communication
- Materials and profs were in line with other CMD courses taken
- It provided practical advice and real scenarios that supervisors face; it was thorough and not just an introduction
- I have already been working as a supervisor, and this course reaffirmed some of what I am doing and gave me insight on what to change
- The different segments pertained to situations at work and provided useful information and interaction from class also helped
- It shined a new light on the roles of a supervisor
- Yes it put things into perspective; affirmed my thoughts or gave me other avenues to explore
- Learned a lot of stuff; several of the ideas I had before I took this class have been altered
- I went into this with no expectations; I enjoyed the instructors, I enjoyed the company of the students; it was a fun experience as well as a learning one
- Very good program; has helped me in many different areas of my job
- I got new information pertaining to managing people, dealing with people's behaviors and how to set and achieve goals
- Learning from scenarios
- Excellent and informative instructors with real-world experience
- I gained insight to my abilities and have identified my strengths
- Each session contained useful information relating to being a supervisor
- The information I learned helped me to guide and develop my employees in my

department; it has helped me to help them with their goals and to improve the overall structure of the department

- I thrive on any type of learning that I can use to improve my leadership skills; I did not have any expectations coming into this course, but I did the experience would have surpassed any expectation
- Very informative and very useful information/things I didn't know
- Lots of dialogue and interaction; very applicable information that I've began to implement
- We spoke about different real-world problems and how to handle them

**Will you recommend the Certificate in Supervision to others?**

**Yes**            31            **No**    0

**Why?**

- It's an excellent course that is useful for those just becoming supervisors or for those who would like a refresher
- Understand who and what kind of supervisor you want to be
- It helps! Lots of information
- Great for supervisors starting out
- It has gained me the skills I need to help me do my job more effectively
- The atmosphere built by staff and presenters makes this course a very stress-free forum for discussions on and development of effective leadership/supervisory skills
- Helpful!
- Especially to new supervisors, it's good info
- It is a great investment; every week I was able to incorporate something I learned or reference something from a previous week
- The course touches on all areas of dealing with people and would be good for even the most experienced supervisor!
- Great list of classes and the instructors were all great
- It was very insightful and I felt very involved
- Already highly recommended with management group; they are planning on having a couple peers take next
- Great teachers and great facilities; excellent group of teachers; lot of fun and knowledgeable; could listen to them 8 hours a day
- Everyone will pick up at least one positive thing to carry with them through their career
- This is a great program for anyone wanting to improve their knowledge and skills whether you are new to supervision or a seasoned one
- Very informative
- Real-world knowledge
- All material covered was useful
- I found the subject matter to be relevant and the instructors did an outstanding job teaching the material covered
- I think this course would be beneficial to all company managers; it helps to show a direction managers should follow

- The tools provided in each session truly provided an amazing foundation as well as references for the future
- Class is good at very informative and the scenarios are well-thought out; this class has really helped me with my day-to-day
- It was a joyful and growing experience; I want my people to see and understand elements of great supervision
- It is a great starting point for supervision

**How would you rate the materials in your notebook?**

**Very helpful 24      Somewhat 7      No Value 0**

**Comments:**

- While the notes are helpful reminders the most value this class has is with the instructors and how they deliver the information
- I can always look back at my notes and statements made in the chapters to follow up with
- Allows me to have a new resource w/ condensed detailed information
- I have learned the need to delegate (very helpful) and to deal with difficult people
- The provided slides were beneficial to take notes on as the presenters spoke, however I don't believe a single presenter used all of their slides; provided exercises were typically good, but I got the most value from discussions held and some of the real-life experiences that were shared
- More paper to try and keep track of
- It's somewhat hard to follow for real-life events but it's good material
- I have already referenced them! It is so helpful to have the main points printed and I can supplement with my own notes
- Even though we didn't really use them during the class session they were helpful in looking back during the week for information
- Easy to use as a reference; good stuff
- If or when I need advice on a subject I can go straight to the book, or if I want to refresh my memory
- I will be able to use the materials for quite some time as a reference guide
- It is nice to refer to later
- Great material about HR issues
- This notebook is a great reference for future questions I may have dealing with subjects covered in the different chapters
- I look forward (and am thankful) I will have this material to revisit and reference in the future
- This book is going to help serve as a reference for me; the materials are very informative and well organize
- Great to go back to

**How have you benefited from the Supervision Program?**

- I have started to see a positive reaction from my reports that I can attribute to the classes; taking the lessons and employing them have made me a better leader

- A greater understanding from a personal standpoint; understanding the decisions that are made and how it affects me and my crew
- I really liked the “Delegating for Results” session
- A lot of helpful ideas for different situations
- Understanding how to manage personalities
- How to delegate; how to deal with difficult people
- I have noticed myself being much more intentional in how I handle situations that come up; I have also been much more reflective of my areas of leadership that need growth
- Think of my employees’ view of me in a new way
- The communication information
- Learned a lot about generational gaps and reaching people between generation as well as self- assessing style
- Better delegation
- I feel more confident in how to supervise my team and contribute to the central staff
- I have never had any formal training so the whole program was very beneficial
- Validating a lot of what I’m doing, but there were a lot of materials that I didn’t think about; this is also very motivating for me in helping my team function more effectively
- It has helped answer underlying questions on certain situations I have been addressed with at work
- I have a better understanding on what I should be doing as a supervisor
- Yes – again gave me different perspectives
- I learned several management techniques to address problems in the workplace
- One of the things I enjoyed most was noticing my strengths and weaknesses compared to other supervisors and peers and furthermore improve my weaknesses
- This program has given me the confidence and skills to be a better leader/supervisor; as I am new to supervision, this class was what I needed in order to learn the proper ways to deal with some very difficult decisions
- Learning from scenarios
- Implemented 1-2 things per class at work
- I have gained confidence by understanding process of supervision; I will be better able to effectively evaluate an employee
- The information learned from the classes will be beneficial as I interact with others within our organization
- I have come to realize that being a manager is not only doing my day-to-day job, but it is also making my boss look good and working with my team to help them get their job accomplished
- The program has reminded me that being a part of leadership my work life just changed and that being at the top can be lonely; the benefit has been being reminded makes what I am going through is right in line
- It has helped me deal with problem employees and with delegation because of this it helps me have time to do the things I need to do
- Setting goals and communicating standards to my people is key; I am a better decision maker as well; taking charge in a timely manner
- Everything we spoke about each week seemed to be going on at the time or happened

later that week at work; it was very timely information

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

- The class is very engaging and worth more than the price that is charged; the experts you have present made the time fly by and left me many times wanting more
- I really love the fact the instructors not only stress their material, but really use the group to get involved with the material
- I really enjoyed the presenters
- The speakers were all very dynamic and got their subject across
- This is fairly trivial to the overall course, but having food available for the evening class was very nice and made planning for a class around dinner time a little more convenient; thank you for feeding us!
- It was very helpful
- The Supervisor Certificate provides excellent practices, real-world training that supervisors can immediately implement and apply to their role
- I am glad this program is offered to the general public at an affordable price; I hope it continues
- Maybe rearrange the classes a little differently
- Loved it; every supervisor should attend
- Loved it; great presenters – Dr. Hackett and Dr. Graham were my favorites!
- I would just like to tell you what a great group of teachers you guys have; usually I don't like going to continuing education because it is so boring; I look forward to coming to CMD classes; they are fun and interactive; you don't just sit there and listen to someone lecture for 3 hours
- A great program! Keep up the good work!
- I definitely sharpened my skills as a supervisor and how to manage people
- The knowledge is applicable and the instructors are very real; great program; highly recommended
- I enjoyed Dr. Hackett a lot; I better communicate with all generations in the work place; I have a better understanding of my style; mindfulness in supervision would be nice to cover – be in the moment; use active listening all the time
- I learned a lot; I enjoyed the food, the instructors, and the other students; the whole process was interesting to me, and I am glad I was in the class; all of the instructors kept the class moving along and were knowledgeable about the subjects
- Thank you to all for providing superb learning tools and guidance for my future in leadership experiences!
- The class has been really informative; it has been nice meeting all of the different people from all different fields; it helps having so much experience in one room; it helps with the studying and collaboration; the teachers were all great and hearing from them and their experience has helped tremendously; thanks for this class and having it!!
- The training I have received is invaluable; I look forward to future sessions and perhaps being involved CMD professionally; thank you!
- Wonderful experience and opportunity