

**Certificate Report**

**Leadership Elite Fall 2015**

**1. Why did you enroll in the Leadership ELITE Certificate Program?**

Text Response

I had a recommendation from a previous attendee.

I am always wanting to improve my job performance and try to prepare myself for advancement.

Dr. Graham's class came highly recommended by other leaders at Westar.

My executive director wanted me to.

All of my work group has gone through this training. I wanted the same experience.

I wanted to boost my resume while also gaining skills on becoming a supervisor, since my new role has given me direct reports.

To strengthen my skills as a manager and leader within my department.

To help me & give me better perspective as a leader

Wanted to learn some tactics for purposefully becoming a better leader rather than "accidental" leadership.

It was offered to me by management and I never turn down an opportunity to learn and grow.

A recommendation from my boss.

to improve my leadership skill

**2. Were your expectations met?**

#	Answer	Bar	Response
9	Yes		13
10	No		0
	Total		13

**3. How?**

Text Response

I learned a great deal about managing by strengths. I also felt like it helped me learn the type of leader that I am and the steps I can take to better manage my staff. I enjoyed so much about the program it is hard to list all of the many things I liked.

Dr. Graham was very effective at demonstrating technics that I was unaware of. There was a difference of how I answered questions before the class and how I answered them after the class.

It reinforced a lot of ideas and also helped tweak some of my thinking in other areas.

Everything that was instructed made real-life since.

Gave me more insight on things that I could be doing better.

I believe I have a better understanding on how to deal with the different types of employees and situations when presented with them.

Dr. Graham does an amazing job of getting you to think about who you are, how you currently do things and discover opportunities to improve yourself that will make a positive impact on those around you.

to better understand the role of leader (I personally didn't think I would ever have to-but here I am), and it was really good for me to understand our employees talents, and how to tune in to that when issues come up. The problem solving is something I tend to EVERY single day & sometimes I get lazy about how to handle employee issues letting others take care of the problem. I've taken a more active role in this & am working with supervisors & their thought process when they come to me with issues.

Several tactics were discussed regarding how to build a cohesive team, develop individuals and be aware of your leadership strategies.

Quality of program

My thoughts and ideas on how to manage and lead were tested by the information presented and the other group members.

Dr Graham was excellent. There was so much good material and great tips in the book and the table group I was with had outstanding "real world" discussions.

Training was well designed and materials were very beneficial in my career.

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

#	Answer	Bar	Response
17	Yes		13
18	No		0
	Total		13

5. Why?

Text Response

Because I felt like it would open peoples eyes to a different way of managing. I think we have been so focused on traditional ways of leadership that don't always work. I also think once you have learned new management behaviors it opens your eyes to new best practices.

The class is very effective for managers.

I learned quite a bit. One piece that would be extremely beneficial for members of my organization is the broadbanding and recognition class.

Great things were taught.

It is good to have different view points from others on how they would handle situations.

I feel that I gained valuable skills.

It was an amazing learning experience and great experience in group work.

This is a program that ALL of my managers & supervisors could benefit from. It would also help their confidence level in their positions as well as problem solve in a more effective way

The course makes you really think about the dynamics of your team and how to steer it in the right direction. It's hard to act on some of the theories if others in the organization aren't connected to what you're trying to do. This course would help to get more folks on the same page.

It will help them learn and grow.

It offered some keys that are easy to put into place in the work environment.

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

#	Answer	Bar	Response
16	Excellent		11
17	Fair		2
18	Poor		0
	Total		13

7. Comments:

Text Response

I liked most of the book with the exception of the last 2 chapters. Some of the topics seemed unrealistic at least at my work place.

Wow!

The book wasn't awful to read, and kept me interested and engaged. The coursework/lecture all fit together with the readings.

A great book with strong research to back it up.

Kept me engaged. Challenged me to think about some common practices differently.

8. How would you rate the materials in your notebook?

#	Answer	Bar	Response
1	Very helpful		11
2	Somewhat helpful		2
3	Of no value		0
	Total		13

## 9. Comments:

## Text Response

I enjoyed the examples and the conversation it generated.

Awesome!

The materials were very useful for thinking deeper into the topics from the book.

Some of the exercises were really confusing to me.

I liked the strategy...what you do, what the book says, what the group thinks you should do, but sometimes had a hard time relating what was in the power points to what we were discussing in the book.

The leadership scenarios were the best.

## 10. How have you benefited from Leadership ELITE?

## Text Response

I believe it changed my perspective on what leadership should look like and what we should expect out of employees. I feel like it has made me a better leader by learning to focus on the strengths and recognizing my own specific leadership style.

See question 2

It has helped me focus on individual talents, making sure people are in the right spot, and compensating them accordingly.

I have honed in on what I do best, and now try to seek opportunities to draw out other talents, and work around weaknesses.

I have validation that I am doing my job well and that I am on the right track with my employees.

I believe I understand my leadership style better, and I know that I cannot expect all of my employees to respond the exact same.

I believe I am a more thoughtful manager and have a better understanding on my leadership style.

I've learned to look at the employee as having "talent" not how well they do their job

I'm more conscious of how I interact with my team and trying to make sure I read the situation correctly so that the right style is being applied.

The course challenged my thinking about the best "leadership style".

Very much so yes.

## 11. If we could do one thing that would make Leadership ELITE an even more positive experience, what would that be?

## Text Response

I can't think of anything.

I thought it was a good class. Nothing sticks out that could be improved.

It was great. Cannot think of anything.

I enjoyed the course just as it was.

I enjoyed having a set team, but think there would be some benefit to mixing the class up a bit more. Our team happened to think very similarly, so I don't think we had the healthy debate and challenge that some of the other groups did. One of the good things about a course like this is seeing/hearing different perspectives.

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

## Text Response

I have taken a few courses at CMD. Dr Graham has been the most effective teacher for me. I look forward to taking courses taught by Dr. Graham in the future.

Dr. Graham is awesome! His teaching methods and examples totally make the class. I loved working in the small groups and competition between groups. Best class I have ever taken.

I enjoyed hearing how other industries and work groups handle situations in their companies. When I talk to co-workers, we all know how our company normally handles situations. Being in this classroom with all types of companies, I have been able to get better perspective on how they handle some of the same issues that I have in our workplace.

Dr. Graham is an amazing instructor!

It had been 30 years since I'd taken a college class, but I was looking forward to taking the class. However the experience was even better than I anticipated.