



Leadership Elite

Fall 2016

Overall Evaluation Summary

Why did you enroll in the Leadership ELITE Certificate Program?

- Company enrolled me, further education.
- To improve my leadership skills.
- To understand where I stand as a leader and how to grow as a leader.
- I believe in continuous learning.
- As a new manager I wanted to attend to add some additional leadership skill/concepts to my tool box.
- My direct manager recommended leadership advanced training for myself; He previously took this class and recommended it.
- My manger asked me if I would like to take it, I am just a lead right now.
- It was recommended by my boss.
- Our company wanted someone to go through the program to provide feedback on its effectiveness.
- Began new job as group leader; Supervisor highly recommended the course; To provide guidance in helping manage R&D group.
- Wanted to gain more knowledge, skills and experience that will help me move to the next level of management.
- I wanted to learn more about how to apply leadership skills and it was recommended by fellow colleagues.
- One of our employees expressed interest and we thought it would be good for us too.
- My manager encouraged me to take the program.
- This program was recommended by several managers at work, to obtain leadership training.
- Class was recommended by another person in my organization who enjoyed the class.
- To help develop leadership skills for future high level executive roles.
- Was asked to.

Were your expectations met? 100% said yes

How?

- Changed my way of how I work with those I manage.
- Gave me a different way of looking at leading and managing people.
- I can now evaluate myself and know how to evaluate my employer.
- I was hoping to learn new concepts to help me run my business.
- ABSOLUTLY, the most important take away for me was employee retention, getting people to do what you want them to do, shines light on the very reason I left any previous company and why I am staying where I am now.
- Learned a lot about my leadership style and how to handle certain people.
- I gained a better understanding on managing.
- This class provided great content and a new perspective on many management items; the discussion was interesting and the book was valuable.
- Reinforced some management skills and overturned some management "how-to's" that are

not effective; Interactive approach is great, keeps class engaged.

- This is a great class; I always leave with so much “food for thought”.
- Really changed my perspective on my role as a manager and leader.
- Really didn’t know what to expect, but class has made me think about what I considered “obvious” answers.
- The material was delivered and explained well.
- I enjoyed being part of this class and learned new ways to think about some employee related issues.
- It was a good interactive class that was relevant with my position at work; I can see myself referencing back to this information as I progress in my career.
- The course has given me a new way to think about what drives success; I’ve learned to really understand employees at a much deeper level.

Would you recommend Leadership ELITE to others? 100% Yes

Why?

- Great source of information.
- I believe this class is motivating.
- It provides common-sense, fact-based management concepts.
- This class is in direct line with how my company is operating; The leadership team is following the class a lot to a “T”.
- They can learn a lot on other styles.
- He gives a different view on management along with scenarios that could happen.
- The way the class is formatted around the book allows for deep discussion and understanding of the books concept; the book and class layout the best practices of great managers and a blue print for being a great manager.
- Great content, reasonable price, and Dr. Graham is amazing.
- We are planning to implement numerous concepts from the book.
- I enjoyed the program and I believe other managers I work with would gain a lot from taking it.
- It’s a very interesting course and touches several areas that we don’t think of when managing people.
- To change the way, they approach their people; To help change the culture in the organization to be more caring and really understand what talents we all bring to the table and how to fit those talents into the best roles.
- Have already, it’s a good program.

How would you rate the textbook, *First, Break All the Rules*? 99.5% Excellent 1 Fair 1 Poor

Why?

- The book opened me up more to other views versus my own.
- I plan on using it and having my staff read it.
- Great concepts, changed how I view employee’s strengths/weaknesses; Very beneficial!
- I’d recommend the book to all managers, even if they are unwilling to change, it shines light on how others operate and why people choose the path they are on; Great book!
- It gives many different situation, not boring; Keeps your interest.
- I like the examples and insight from other managers.
- Easy to read, engaging, and lots of examples.
- Very thought provoking.
- Never got bored, very interesting read.
- An easy read with plenty of real world examples as reference points.
- I love having so much insight to the best practice; I don’t have a lot of leadership experience so the book does a great job of bringing perspective to my role.

- Some very good points.

How would you rate the materials in your notebook? 82% Very Helpful 18% Somewhat 0% Poor Why?

- Helped me realize why I make the decision I make; I am an Argus.
- Group exercises were beneficial, “real life” learning exercises.
- I’ve already started using the material in my workplace.
- Explains things in a simple manner.
- Being new in management, I liked the worksheets with the different scenarios.
- Don’t need so many slides; maybe the PowerPoint could be provided electronically and have a bound workbook instead?
- Love the scenarios, very challenging!
- Haven’t really used it much other than the cases in class; Content is fine, have just listened so far; Will use more as we implement into practice.
- I enjoyed the exercises with table and classroom discussion; It was also interesting to see how some of my initial questions/answers changed as I progressed through the course.
- I liked working through the examples for each different workplace scenario.
- New way to look at leadership.

How have you benefited from Leadership ELITE?

- Knowledge gained.
- I have modified my approach with almost all interactions that I have with people at work as well as my personal life.
- Hearing other approaches to similar problems from the book Dr. Graham and others in the class.
- It opened my eyes for certain areas that I never even think about.
- Helped me gain more self-knowledge of my own style and how I can improve.
- Again, the course challenged the way I thought/lead; I will be referring back to the course’s info for years to come.
- I feel like I have discovered more in depth of how I manage versus how I could manage my team to be more effective.
- Helped me learn to not so easily accept conventional wisdom.
- It has provided some tools in managing my group; Helped with guidance, how to consider each employee.
- Personal growth through the class sessions and discussion; I also had some personal discovery with the website analysis and strengths finder’s assessment.
- It gave me insight on how different manager manage.
- I have learned I am a “marge” and can promote without moving my operators.
- It brings reality to what my company’s focus is and has changed my style slightly.
- Enjoyed Dr. Graham’s presentation and meeting collaborating with group members.
- It has helped me focus and reorganize me.
- This was by far the best class I’ve taken.
- New outlook on recruiting, I have changed how I interview new hires.

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

- I recently changed companies to take my current position; I found quite a bit of validation in my decision to seek my new job from examples in the class; I found a lot of “No” answers to the Q-12 assessment of the job I left.
- I thought it was a very professional and excellent course for aspiring managers and leaders.
- I’ve wanted to do this program for a while and I finally had the right combination of time and

budget.

- You keep it interesting and fun.
- Excellent program, would recommend to all managers and leader alike that are ready for the next level.
- Very organized, welcoming, and professional environment; Dr. Graham is fabulous!
- It has been a great experience.
- It was awesome.