



# *Leadership ELITE*

## *Certificate Program*

### **Spring 2018**

## **OVERALL EVALUATION SUMMARY**

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

- The program was recommended by my manager.
- To develop my interviewing and hiring skills.
- To prepare for a potential leadership position at work.
- Interest in learning to be a better leader.
- To gain a better understanding of managing employees.
- Employer recommended I attend to develop in my new role.
- To help me build a better management skills and to learn more about the management practice.
- To further enhance my leadership abilities and gain specific techniques that I can use to better manage my team.
- Recommended by colleagues.
- I am new to the supervisor world and wanted some guidelines or training. I have had managers my whole life and wanted tools to be better.

### **Were your expectations met? 100% said YES**

#### **How?**

- The course provided a different perspective. I enjoyed the team atmosphere.
- This program did change my view in some areas.
- How to handle employee's strengths more effectively.
- The tools presented in the course helped me to make better management decisions.
- Great information, challenged my existing notions and gave interesting data to back up new knowledge.
- The book was great and I will use many of the techniques learned. There were a lot of good group discussions that were helpful in understanding other people's options and techniques.
- I learned more about what motivates employees, the conversations they have, and what to focus on when hiring, training, and for reviews.
- By being in this class, I have learned better ways of handling stuff and have been able to offer my boss better solutions to handling situations.

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

#### **100% said YES Why?**

- Provides a different perspective toward being a manager.
- It really changes what you think about the whole leadership process and how the current status could be improved.
- Dr. Graham does a fantastic job.
- Instructor is very knowledgeable.
- It helps you think outside of the box.
- Our organization would greatly benefit from following the information in the book and class.
- Very worth the time and money in order to further your leadership abilities.

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

100% said ***Excellent***      **Why?**

- Good read with a lot of relative examples.
- Correct insight.
- Good examples and access to the surveys is great.
- Loved it; it was easy to read but also mind bending.
- One of the best book I have read! Very useful and I will keep it handy as I develop my management skills.
- Had good concepts and ideas with relevant examples.

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

90% said ***Very helpful***      10% said ***Somewhat helpful***

**Why?**

- Exercises made me think outside of the box.
- It forces you to truly think about your position and how it could change.
- Easy to follow and make notes in.
- Very well organized.
- I liked the evaluations and discussion that they brought about.
- Further aided the book and added additional materials to be used in the future.
- Love the scenarios and case studies.

### **How have you benefited from Leadership ELITE?**

- I stop and listen more.
- I do feel it will/has improved my leadership.
- Has helped me to change my previous conceptions about leaders/managers.
- I feel like some of my personal feeling about how businesses currently work (poorly) were validated. I will definitely be clearer about the need to hire strengths in the future.
- Learned new approaches and tactics in dealing with people in an organization.
- I have gained so much knowledge in the areas of confidence in my abilities as a manager and can now know how to better manage my team and treat them differently based on who they are and their abilities.

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

- Enjoyed all of the sessions.
- It was a fantastic class and I learned and changed by thinking a great deal.
- Loved it! It definitely changed my worldview.
- Dr. Graham has a lot of knowledge and is a great teacher. Pat was very welcoming as well as the rest of the staff.
- Very engaging and insightful.