



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.