



WICHITA STATE
UNIVERSITY
W. FRANK BARTON
SCHOOL OF BUSINESS

Leadership ELITE *Certificate Program* **Spring 2022**

OVERALL EVALUATION SUMMARY

Total Evaluations Received: 14

Why did you enroll in the Leadership ELITE Certificate Program?

- Many members of the management team in the department within the company I work for have taken this course and expressed how beneficial it was overall.
- My team at work enrolled in this class which has been excellent to discuss with them and learn more by sharing mine and their experiences.
- I was presented with the opportunity to take part in program and I jumped at the idea of it. I have always enjoyed learning more about leadership and the ways to fine tune the role itself.
- I was enrolled through my job but it has been very exciting and interesting to participate.
- I had a fantastic experience with the supervisory course I took at CMD and wanted to take more classes when my agency offered.
- I enrolled to broaden my knowledge as my goal is to become a successful manager overall.
- To garner knowledge on leadership.
- It actually took me two years to enroll in this class because of COVID, so back then when I was recently promoted to management, I wanted to learn more about how to excel on this level.
- To develop the leadership skills that I need to manage my team.
- To learn and grow in my managerial role within my company.
- Moved into a new role at my job which consists of leading others.
- To learn team building skills and get a refresher on training.
- To become a better leader overall and develop new skills.

Were your expectations met? Yes 14 No 0

How?

- I feel I have learned and grasped diverse perspectives to evaluate different working situations.
- This course has provided me with an alternative way to evaluate leadership and apply it to my team.
- I feel that I garnered a valuable perspective which I can finally put to use whilst ensuring better decision making for future scenarios.
- My perception was challenged further than I expected and the group discussions were excellent.

- The professor, Dr.Graham knew how to present the material appropriately by allowing room for group discussions so we can all learn from each other. After every session, I walked away with actionable steps to put into practice within my managerial role.
- The in-class discussions provided me with great experience for real world situations
- I was blow away by the quality of each discussion and loved every single topic as I was able to implement the information that I learned during the past 8-weeks with great success.
- Taught me so much in regards to how be an effective leader.
- Allowed me to rethink the way I visualize managing and hiring processes as well as developing employees effectively.
- Yes! Met & more! I have learned so much in this class and can constantly think of new questions to ask my staff members in terms of different ways of evaluating a situation, re-assigning staff for better fit, and most of all praise my co-workers in the way they wish to be acknowledged.
- Learned a lot about myself and style of management.
- The class validated some of my current approaches as well as opening my eyes to new ideas.
- I was able to learn several new skills in depth through the materials and discussions.

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

Yes 14 No 0

Why?

- It was great to have the opportunity of working with others and see their point of view.
- This class provided me with very good ways to reflect on leadership. I have taken other courses from CMD and enjoyed all of them.
- I feel that within any organization, leaders and managers are the ones most exposed to creative and productive ways of thinking, the less likely conventional wisdom will win out when it is time for decision making.
- Absolutely, I am bringing an entirely new perspective back to work!
- There are many points from this class that I would like to share with my co-workers and discuss how we may implement them across the company.
- I believe this class had very high quality life learning skills.
- It provided me so many solutions to questions that my company is currently struggling with.
- Absolutely, so much to offer with this class and it shows what type of manager you are and how to improve your skills set.
- Very informative, I liked the interaction with using teams.
- Not many in the management sector would practice such principles taught in class
- I thought the course was fantastic and very useful!

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

11 Very helpful 3 Somewhat helpful 0 Of no value

Why?

- I really enjoyed the Q12 and being able to learn about my strengths.
- The book has been my favorite thing about the entire class.
- The book is very informative and the viewpoints/suggestions expressed are backed up by extensive research, however the book is somewhat outdated which opens the door for the reader to wonder if more current research could produce the same findings or if they would be more detailed.
- Broken up nicely into sections that were easily digestible based on data.
- I learned a lot from the book as it appears to be research-based. It is not excellent however as there is little focus on the non-profit companies which is my field of work.
- Everything was found to be planned out and in order, very good knowledge in this textbook.
- It is hard to debate the items stated in this book because so much prior research has been done. This is not a person writing a book off of experience but rather a text written after years of research and findings that unfolds through more of a scientific approach.
- A refreshing view of how to get the best performance for the company and the best fit for the people involved.
- Definitely eye opening in regards to how I would expect to do something versus the more appropriate way of acting.
- A great read!

How would you rate the materials in your notebook?

12 Very helpful 2 Somewhat helpful 0 Of no value

Why?

- I liked being able to follow along to the slides and the ability to complete work before class.
- There are some good points for discussion.
- The only knock I would give the notebook (not the book) is that the slides are bulletined or show images that are easy to follow along with during class, but may lose their luster over time when referencing the book. I loved the scenarios and discussions that were simulated though!
- Great exercises which stimulated discussions.
- The high quality PowerPoints are easy to follow and capture the primary points. The activities with the group were excellent and I learned so much from the discussions regarding those tasks.
- I will keep it to further use the great tips and tricks provided.
- The notebook helped take the information from the book and apply to everyday situations.
- It added good clarification, however it was intentionally guiding the reader to a predisposed decision.
- A nice compliment to the book, very good at promoting new ideas.

How have you benefited from Leadership ELITE?

- I have learned to become more in touch with my strengths and notice the strengths of those around me.
- It has been great to evaluate my leadership style and understand the most effective ways which it can be applied.
- I was able to build long-lasting relationships with my team members.
- Yes!
- I have changed how I run team meetings, interview questions and re-vamped how I assess performance metrics.
- I am a goal driven individual and this course has opened my eyes to bigger objectives.
- I feel like this was the puzzle piece that I was missing, I have always been a 'different' type of leader that was missing skills in certain specific areas. This course has been the breakthrough I have needed to work more effectively with my team as I was always getting us to the playoffs but could never win the big game, now I can!
- I better understand my leadership style as well as my team.
- Yes! In so many different ways.
- Learned a lot regarding my style of management.
- 100% benefitted, thanks!

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

- Share what questions we got wrong on our quiz to help us know and understand where our confusion may be.
- Guest speakers perhaps? CMD has a lot of excellent instructors.
- I will strongly be suggesting to our employees that we should be given a 20% pay increase since we are now elite leaders 😊
- Provide a review of questions missed in quizzes.
- Greater variety of breakfast food 😊
- Tee-shirts.
- I honestly do not know what that would be as I have no criticism or areas which I think need improvement.
- Have a more in depth explanation of the three strength areas, striving talent and relating talents.
- Nothing.
- It was really good, no suggestions for me.
- N/A.

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

- Appreciate that all our staff are very knowledgeable and helpful, you are all doing a great job!
- A big thank you for your time and investment into this program, it was amazing!
- Please continue to reach out to our company to offer these courses, I cannot wait to take more!
- Thank you for everything!
- On Monday I will earn my 2nd CMD certificate, and on Wednesday, my 3rd: Project Management, Leadership Elite & Management. I have been told from upper level leaders that I am different from other “bosses” the company has and I do in fact believe that one of my talents is leadership and CMD has taught me so much to improve this skills set.
- I thoroughly enjoyed the class and the creative way to present some very sophisticated topics, the discussions are most rewarding.
- Excellent program, high recommend to anyone who has this opportunity to take it.
- Enjoyed the time – entire team was great!