

**2004 Leadership Clinic Design Workshop
Participant Evaluation**

Question 1: Comment on group processes and tools.

Group Process or Tool	What Worked Well +	What Can Be Improved -
Socratic Panel	<ul style="list-style-type: none"> ▪ Doing this first really brought the energy down ▪ Hearing various perspectives ▪ The idea of widening the inner circle or tightening the outer one is good. ▪ Good interaction between panel members ▪ This didn't begin to work until the open discussion at the end, then people woke up and got involved ▪ I got a good sense of how the panel could be used ▪ I liked the chair set up and Abby's moderations. ▪ It eventually got down to interesting talk ▪ Modeling and thinking about how we can apply it ▪ I really like the 2 circle dialogue. People sharing their experience with the outer circle. Looking, listening and when felt a part, could join in with the extra seat. Bring about inclusion and a sense of contribution. 	<ul style="list-style-type: none"> ▪ This was the only session that was a little lass effect at first because of the length of time it took for someone to jump in. ▪ Better ground rules ▪ Somehow force a more lively pace. ▪ Painful to stay engaged ▪ Drop this, it totally didn't work for me ▪ Small groups with participants moving from table to table (café type) might be better. ▪ The first question that the panelists responded to didn't seem to elicit high energy surprising comments. The discussion turned more interesting at the end, but it would have been nice if it would have started out this way. This is clearly difficult to control, so I doubt much could be done to change it. ▪ Peoples' backs were to me ▪ Shorten it
Share Fair	<ul style="list-style-type: none"> ▪ Lots of play and creativity ▪ Assigned teams ▪ Creative multiple jobs ▪ Reinforce concept of something to give / gain ▪ The time in the agenda early enough to allow us to get out of our shell to interact with others ▪ Good for getting team members to know each other and for other teams to interact ▪ Exciting and fun role playing demonstration ▪ Working together and getting to know each other thru creative activities. ▪ Dance card feature was very creative; good tool for socializing, sharing ideas and a way for asking help in order to understand basic principles. It broke down barriers of communication. 	<ul style="list-style-type: none"> ▪ I'd like it better with real stuff of ours to share. ▪ Better coordination of Dance Card appointments ▪ Perhaps just a little more direction ▪ I wasn't clear on how my team would use this at our clinic
Team Planning Sessions	<ul style="list-style-type: none"> ▪ Getting to know team better ▪ Being productive ▪ Time building relationships & developing trust ▪ Productive sessions and a good team dynamic ▪ Well laid out sequence of expectations for each session helped to keep us on task ▪ Most important part of the agenda. ▪ Excellent sessions, esp. in that they were placed in between whole group activities. ▪ Good length, long enough to get results but short enough to avoid discord. ▪ These sessions could have been without progress, but he worksheet helped direct us to stay focused and on track ▪ Good for communication 	<ul style="list-style-type: none"> ▪ I would have worked harder to record our work ▪ More facilitation was sometimes needed. ▪ Encourage teams to pick a place to meet and stick with it.

Dance Card	<ul style="list-style-type: none"> ▪ Great tool ▪ Having a master card ▪ Having space to list possible people to talk with (front panel) ▪ Good idea ▪ Great idea, useful for keeping track of appointments ▪ Helped to organize our time. ▪ The design was easy to follow. ▪ The opportunity to talk to others about their processes and experiences and discussion their clinics and or conferences. 	<ul style="list-style-type: none"> ▪ A good idea, but I prefer to just be casual and have impromptu conversations ▪ Include break boxes so can easily schedule people at that time for a quick talk. ▪ During orientation, provide teams with resource peoples' schedules if person will not be available for entire clinic ▪ Good idea, but I didn't use it ▪ I am more spontaneous than the dictates of the dance card allows for. ▪ It didn't work so well with the share fair simulation. It was too chaotic with everyone making "appointments" at once and groups scattered across the room. ▪ More time to schedule to do misc. activities like affinity groups, team to team sharing, etc. ▪ I thought this tool value could be in area of time to meet. I met at lunch and the topics discussion over lunch revealed more time was needed.
Agendas	<ul style="list-style-type: none"> ▪ Liked the variety ▪ Graphic Agenda: Coding recurring session types with same way (same color paper for each daily check in and same symbol) ▪ Wall: visually appealing, and easy to refer to ▪ Narrative: Great! Easy to follow and good reminder 	<ul style="list-style-type: none"> ▪ Whole group closing: same icon as opening, but turned other way.
Planning/ Evaluation Note cards	<ul style="list-style-type: none"> ▪ The process of matching the cards is great. ▪ It's a good idea to go over what these terms mean and how they can be useful concepts while planning a clinic 	<ul style="list-style-type: none"> ▪ The definitions were challenging to distinguish and my ability to successfully accomplish was a bit low. I took time to chart out the words in a graphic format. I haven't confirmed that I've got the right idea yet. ▪ Activity idea: do a planning/evaluation worksheet on something whimsical so we can practice without the baggage of analyzing a team's purpose. ▪ I thought less time could be spent on this exercise. I would have been satisfied with a quick look at a list of words and definitions.
Manual	<ul style="list-style-type: none"> ▪ Excellent. I'm sure I will use it a lot. ▪ Excellent 	
LC Planning Guide	<ul style="list-style-type: none"> ▪ It is a thorough list that helped us think through the tasks we need to complete before our clinic. It also helped us think of other related/additional tasks 	<ul style="list-style-type: none"> ▪ It would be nice to have more space in the "steps to complete" column
How do we plan our clinic?	<ul style="list-style-type: none"> ▪ I feel much more comfortable that I know the direction my team wants to go 	<ul style="list-style-type: none"> ▪ We struggled with definition (objectives vs. outcomes) and became frustrated arguing about points some thought we'd already covered.
Skill Building Sessions	<ul style="list-style-type: none"> ▪ Good selection of relevant sessions we could attend. Dynamic presentation. Gained insights for leadership clinics and my daily work ▪ Very important to include in some form. ▪ Allows to personalize the clinic experience 	<ul style="list-style-type: none"> ▪ Longer sessions would have been nice and of course I'd like to have gone to more than one. ▪ Too short. ▪ A full clinic should have at least a few of these.

Heads Together	<ul style="list-style-type: none"> ▪ It worked great for sharing and getting feedback, much better than in a large group where many people wouldn't be listening as closely. ▪ To talk to other teams with experiences about pros and cons of holding a clinic on a larger scale. ▪ Teams were well chosen based on common goals and challenges. ▪ Good explanation of process (facilitator & manual) 	<ul style="list-style-type: none"> ▪ Issue of time. This could have been expanded. ▪ More time for teams to get to know each other, become familiar with each other's action plans.
Boxes with pictures	<ul style="list-style-type: none"> ▪ Good, creative and engaging activity 	<ul style="list-style-type: none"> ▪ In a setting with more time, could allow participants to chose pictures for a blank box
Evaluation Matrix	<ul style="list-style-type: none"> ▪ Discussing the order and definition of the different components 	<ul style="list-style-type: none"> ▪ Having greater understanding of applying the component in our planning (perhaps a resource person would have been helpful).
Tools Pack	<ul style="list-style-type: none"> ▪ There was a lot given, a lot to read and learn. Very informative and helpful 	<ul style="list-style-type: none"> ▪ Maybe add tab files
Team Progress Mural	<ul style="list-style-type: none"> ▪ Good way to keep track of other teams' progress and get ideas. ▪ Easy way to evaluate activity: "Is anything happening?" 	<ul style="list-style-type: none"> ▪ Encourage teams to interact/check mural more to respond to questions.
PD Session: Evaluating Your Clinic	<ul style="list-style-type: none"> ▪ Simplified concept ▪ Very practical information ▪ Lots of ideas generated ▪ Clarified the difference between assessment and evaluation 	<ul style="list-style-type: none"> ▪ Would like to have talked about the difference between goals and objectives

Question 5: Who do you think might benefit from this workshop if it is offered again?

- Lots of people. I think it would be great to expand this into the social services community.
- This would be great for watershed planning groups, city councils and commissions.
- Any EE person could benefit
- Somehow you need to weed out folks who are not committed to follow through
- The planners for "Storming the Sound" event in NW Washington, People for Puget Sound, etc
- Association Board members. Would like to see association integrate some of these principles into conference planning.
- Anyone needing to design programs, gain leadership qualities or improve social and communication skills.
- EE Assn of NM members who didn't get to come this time.
- Any team who is open to coming because they would get something out of it. It's useful for EE but it'd be useful to many other types of teams, too.
- More community based organizations.
- Adopt-A-Watershed in California.
- Youth development organizations.
- Really everyone if they are in need to learn more about being a leader in any field.
- In our case, we were naive coming into the workshop. Our exposure to this type of training brought out or demonstrated strengths and weaknesses in certain areas. I think community groups who have varied entrances could benefit from this type of approach where like minded groups could confer and develop clinics to fit their needs.
- Community-based, neighborhood associations and non-profit groups.
- Anyone planning a LC, EEers, University administrators, corporate professionals, etc.

Question 6: Any additional comments or suggestions to share?

- I'm really happy I got to attend this training.
- I feel like several of the skills would be transferable / applicable to other work-related functions.
- Lied Center was fantastic facility for this workshop. Really appreciated seeing the site
- Would have liked an EE program at the Center delivered for the group, outside that is active to give us a "sense of place," and explain what is unique about the location.
- Many of the participants I spoke with reflected disappointment that we were in Nebraska, yet there was no sense of place created. In the future an EE walk or talk on the area would land us here or wherever we happen to be.
- An assessment tool to help define roles of team members
- Huge thanks!
- My regret is that I don't think our team met it's potential and we didn't shine. Each of us is a palette of talent, experience and passion. I just couldn't overcome our barriers during this time frame.
- Not sure why we were asked to "spy on" a particular group.
- Other groups had projected that were more similar to our own that we could have learned from. Did not do "Heads Together" with this group either. Curious about how/why particular groups were paired.
- Super facility. Arbor Day Farm staff is to be commended on their hospitality, friendliness and willingness to try to meet all our quirky desires.
- I enjoyed the interaction between participants. I appreciate your building the workshop around the needs of the participants. I think the flexibility of the agenda is an important factor.
- I feel the most important thing is the networking and the life-long relationships that have been created.
- Too many individual handouts to keep track of.
- I felt extremely disorganized during the whole thing.
- I would have appreciated modeling EE by using the environment of the Lied Center. We had a great place but no plans in use of it. I was very disappointed with this omission.
- Thanks for the 2 books we got, including the Case Studies. Great!
- The time for meeting as a team and with other team members was very useful; typically limited at most workshops.
- I was so impressed by how well planned this event was. It was clear that the organizers were eager to hear participants' needs and ideas and they responded to them very well.
- I loved having the opportunity to plan our event in this supportive environment. What a luxury to be able to call on resource people and facilitator whenever we needed help.
- One suggestion would be to provide a tabbed binder instead of a pocket folder for handouts. I felt a little overwhelmed by all the paper and had trouble organizing the various tools and info sheets.
- Overall, great job. Thank you for all your hard work.
- More team planning time.
- More organized tool pack, or a table of contents.
- All the planners were great. They were helpful and patient. I loved all the art and color.
- I feel better empowered, confident and knowledgeable about planning a clinic workshop. You have equipped us with materials that I never would have assembled or known where to gather such enriching materials.
- Abby, Nan and Amy – I thank you for your expertise and passion that went into this workshop.