Evaluation Report

Effective Virtual Leadership
Drucker School of Management – Leadership Practicum

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The following evaluation report summarizes the survey feedback received from participants of the Effective Virtual Leadership workshop provided by LeAD Labs on October 6, 2020 for Professor Katharina Pick's Leadership Practicum course in the Drucker School of Management at Claremont Graduate University.

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Effective Virtual Leadership Workshop Overview	
Webinar	The workshop began on Zoom where Dr. Becky Reichard gave a webinar about an introduction to effective virtual leadership behaviors using LeAD Labs' 6PLeadership Framework.
Leadership Simulation	Each group was assigned to a LeAD certified coach and transitioned to a separate Zoom where they engaged in the leadership simulation. The simulation was recorded and observed by the coach on key virtual leadership behaviors aligned with the 6PLeadership Framework. Afterward, leaders were given a self-reflection worksheet evaluating their own behaviors during the simulation to complete over a short break while coaches downloaded the video recording.
Video Debrief + Coaching	Using the video recording as a supplement to feedback, coaches facilitated a discussion on effective leadership behaviors. After the coaching debrief, leaders rejoined the full group for a final debrief with Dr. Reichard and closing remarks.
Feedback	Before rejoining the full group for the final debrief, Drucker leaders were asked to complete an online feedback survey, which asked quantitative and qualitative questions about their experience with the workshop and each of its components. All 12 participants completed the feedback survey. This report is a summary of their responses.

Overall Findings

The table below provides the overall means for each component of the workshop. These are based on participant ratings of agreement to a series of related statements.

Overall Items	4.14
Simulation	3.92
Video Debrief	4.57
Coaching	4.82

"[The workshop was] very informative and helpful!"

The feedback survey asked participants to rate their agreement from 1 (strongly disagree) to 5 (strongly agree) on statements that targeted the workshop in general. The table below includes each statement, their respective averages, and the percent of responses that agreed or strongly agreed.

Item	Average	Percent Agreement
The technology used throughout this workshop was accessible.	4.67	92%
Today's activities motivated me to want to develop my leadership skills.	4.33	83%
Today's activities stimulated my thinking about my leader behaviors.	4.17	83%
I did not experience any technology issues during this workshop.	4.08	75%
I would recommend today's activities to future Drucker students.	3.92	67%
The course instructor clearly communicated the purpose of the assessment prior to my attendance.	3.92	67%
The 6PLeadership Framework helped me understand dimensions of effective leadership.	3.92	83%

Based on the above, the majority of Drucker leaders found the workshop to be a positive experience. It can be improved by communicating the purpose of the workshop more clearly prior to participant engagement. Other improvements noted by participants include allowing more time for self-reflection after the simulation and providing the simulation roles earlier so that the participants could familiarize themselves with the information beforehand.

Leadership Simulation

The feedback survey also asked participants to rate their agreement on statements that targeted the small-group leadership simulation discussion. The table below includes each statement, their respective averages, and the percent of responses that agreed or strongly agreed.
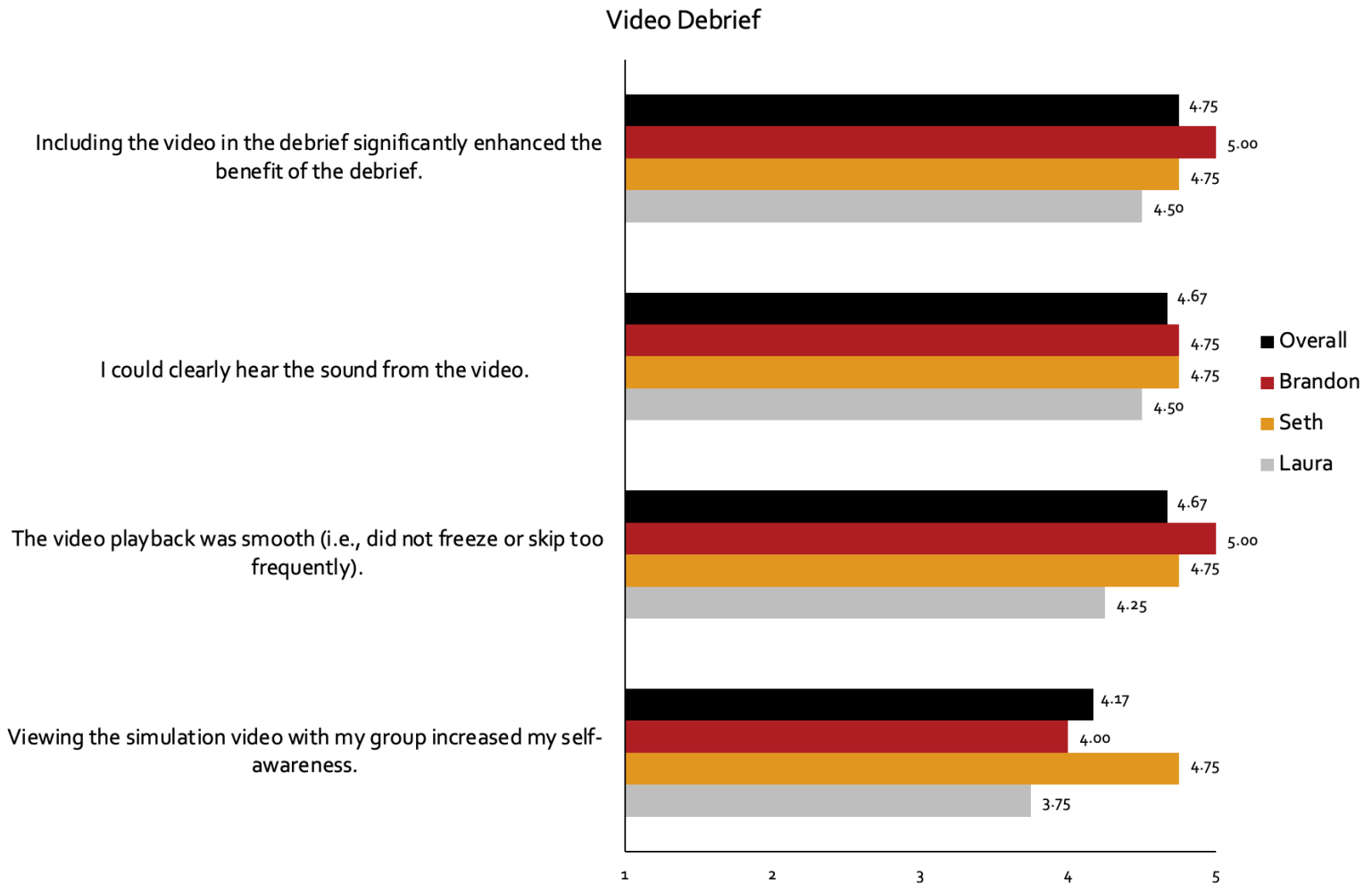
Item	Average	Percent Agreement
Completing the self-assessment of my leadership behaviors after the simulation increased my self-awareness.	4.00	83%
During the simulation, I behaved how I normally do in group discussions.	4.00	75%
The simulation provided realistic opportunities to demonstrate my leadership skills and abilities.	3.83	67%
The simulation process was well organized.	3.83	58%

While the majority of participants agreed that the simulation was a success, it was the lowest rated component of the workshop. Some participants noted that they did not have enough time to read through the materials and that they did not receive enough information about their roles prior to the simulation. LeAD Labs intentionally presents ambiguous information so that participants rely on leadership behaviors instead of prior knowledge. This feedback is something that LeAD Labs can take into consideration to minimize unnecessary participant confusion in the future.

Video Debrief

The below graph gives the average response in terms of agreement for each statement related to the video debrief with the team's LeAD certified coach. The overall average is provided in black and then broken down by coach.

Video Debrief

Including the video in the debrief significantly enhanced the benefit of the debrief.
- Overall: 4.75
- Brandon: 5.00
- Seth: 4.75
- Laura: 4.50

I could clearly hear the sound from the video.
- Overall: 4.67
- Brandon: 4.75
- Seth: 4.75
- Laura: 4.50

The video playback was smooth (i.e., did not freeze or skip too frequently).
- Overall: 4.67
- Brandon: 5.00
- Seth: 4.75
- Laura: 4.25

Viewing the simulation video with my group increased my self-awareness.
- Overall: 4.17
- Brandon: 4.00
- Seth: 4.75
- Laura: 3.75

Legend:
- ■ Overall
- ■ Brandon
- ■ Seth
- ■ Laura

(x-axis: 1 2 3 4 5)

The video debrief was helpful for all groups and increased self-awareness. 96% of respondents agreed or strongly agreed with all statements regarding the video debrief.
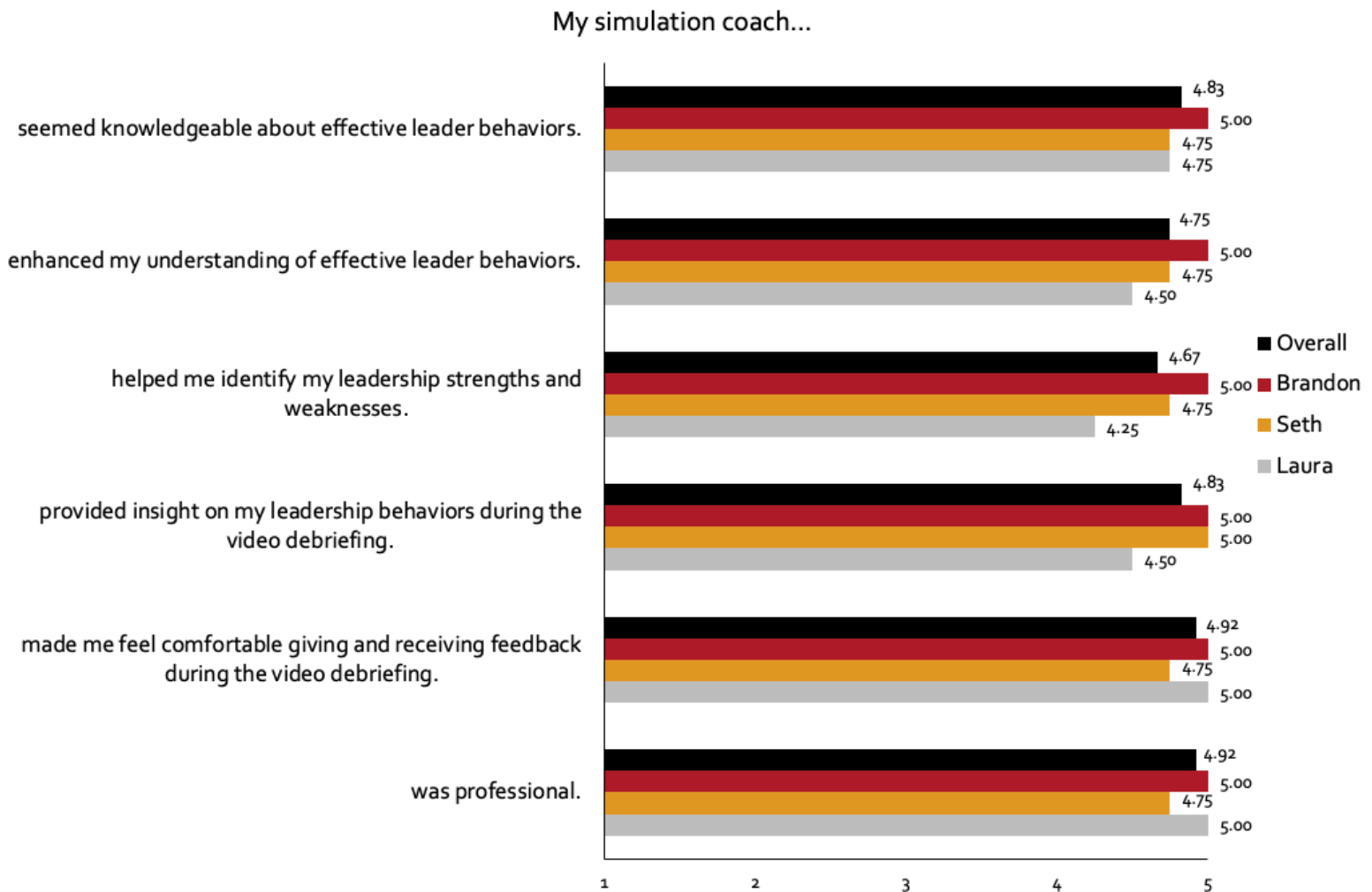
"[The most useful part was] being able to reflect and use our findings to improve ourselves as leaders"

"The role play was great and getting to have the coach reflect back with the video was enlightening."

Coaching

Each coach was rated on their performance by the leaders in their group. They indicated their agreement to each statement with 1 being "Strongly Disagree" and 5 "Strongly Agree."

My simulation coach...

Statement	Overall	Brandon	Seth	Laura
seemed knowledgeable about effective leader behaviors.	4.83	5.00	4.75	4.75
enhanced my understanding of effective leader behaviors.	4.75	5.00	4.75	4.50
helped me identify my leadership strengths and weaknesses.	4.67	5.00	4.75	4.25
provided insight on my leadership behaviors during the video debriefing.	4.83	5.00	5.00	4.50
made me feel comfortable giving and receiving feedback during the video debriefing.	4.92	5.00	4.75	5.00
was professional.	4.92	5.00	4.75	5.00

Brandon's group member: "I liked that we were able to dissect our conversation and give each other immediate feedback about what we had experienced."

Seth's group member: "It brought so much value in terms of being more self-aware of my leadership style. Our [coach] really allowed for productive and important feedback to take place. I truly enjoyed the simulation and I'm able to walk out of it feeling empowered and motivated to improve my leadership skills."

Laura's group member: "The breakout sessions made it very personal and easier to evaluate ourselves."

97%

of respondents agreed or strongly agreed to all coaching statements, making it the highest-rated component of the workshop.