

Evaluation Report

Effective Leadership & Simulation Master of Arts in Leadership

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The following evaluation report summarizes the survey feedback received from participants of the Effective Leadership & Simulation workshop provided by LeAD Labs on February 18, 2022, for the inaugural cohort of Master of Arts in Leadership (MAL) students at Claremont Graduate University.

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Effective Leadership & Simulation Workshops Overview	
Webinar	The workshops began on Zoom where Dr. Becky Reichard gave a webinar about an introduction to effective leadership behaviors using LeAD Labs' 6PLeadership Framework.
Leadership Simulation	Groups were 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 reviewed the 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	MAL 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. Seven of 10 participants completed the feedback survey, a 70% response rate. 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 from 1 (strongly disagree) to 5 (strongly agree) to a series of related statements.

Overall Items	4.57
Simulation	4.19
Video Debrief	4.57
Coaching	4.21

The table below includes each statement that targeted feedback from the workshop in general, their respective averages, and the percent of respondents that agreed or strongly agreed.

Overall Item	Average	Percent Agreement
I would recommend today's activities to future MAL students.	4.71	100%
Today's activities motivated me to want to develop my leadership skills.	4.57	100%
Today's activities stimulated my thinking about my leader behaviors.	4.57	86%
The 6P Leadership Framework helped me understand dimensions of effective leadership.	4.43	86%

Based on the above, the majority of MAL leaders found the workshop to be a positive experience.

"The whole experience was amazing; this should be a core requirement as a LAB for every single college student."

"[The most useful part was] the ability to not only focus on my personal leadership growth, but having the additional dynamic of working with others, learning from them and reviewing the video was extremely helpful."

-MAL Workshop Participants



Leadership Simulation & Video Debrief

The feedback survey also asked participants to rate their agreement on statements that targeted the small-group leadership simulation discussion and the subsequent video debrief with the team's LeAD certified coach. The table below includes each statement, their respective averages, and the percent of responses that agreed or strongly agreed.

Leadership Simulation Item	Average	Percent Agreement
Completing the self-assessment after the simulation increased my self-awareness.	4.29	86%
The simulation provided realistic opportunities to demonstrate my leadership skills and abilities.	4.14	86%
I understood my role in the simulation.	4.14	71%
Video Debrief Item	Average	Percent Agreement
Viewing the simulation video with my group increased my self-awareness.	4.57	100%
Including the video in the debrief significantly enhanced the benefit of the debrief.	4.57	100%

The majority of participants agreed that the simulation and subsequent video debriefing was a success. Several participants noted that the video debriefing was the most useful part of the session (N = 4).

"I think it was very effective to watch the video and then relate the behaviors to those on the reflection sheet."

"[The most useful part was] the video observation."

"It was fun to role-play with trusted team members; we've been talking with each other a lot about how we operate but seeing ourselves and each other in action really heightened my understanding."

-MAL Workshop Participants



Coaching

Each coach was rated on their performance by the leaders in their group. They indicated their agreement to each statement from 1 (strongly disagree) to 5 (strongly agree). The table below displays participants percent agreement with each statement.

Coaching Item	Average	Percent Agreement
My simulation coach made me feel comfortable giving and receiving feedback during.	4.57	100%
My simulation coach provided insight on my leadership behaviors.	4.43	86%
My simulation coach enhanced my understanding of effective leader behaviors.	4.14	100%
My simulation coach helped me identify my leadership strengths and weaknesses.	3.71	57%

"A little more time with [my coach] would have been great. I'd have liked to hear more assessment of my style rather than self-assessment."

"It was challenging and awkward at times, but I do feel like it was worthwhile and effective at demonstrating necessary leadership skills."

-MAL Workshop Participants

