

## Golden West College Effective Virtual Teams Workshop – Evaluation Report Summary

### Overview

Golden West College classified staff were invited to apply to and participate in a workshop offered by LeAD Labs on Effective Virtual Teamwork on July 16<sup>th</sup>, 2020. Following the workshop, participants were asked to complete an evaluation survey including both quantitative and qualitative questions. The 30 question-survey asked for feedback on four target categories: their overall experience with the workshop, the webinar, the simulation activity, and the simulation coach. The purpose of this report is to review participant feedback about this workshop to help us improve future engagements with Golden West College.

Each quantitative item was ranked on a 1-5 scale:

- 5 = Strongly Agree
- 4 = Agree
- 3 = Neither Agree not Disagree
- 2 = Disagree
- 1 = Strongly Disagree

Out of the 22 participants who attended the workshop, 18 participants completed the evaluation for an impressive 82% response rate. Given the responses detailed below, the workshop was an overall success.

*100% of respondents Agreed or Strongly Agreed that they would recommend this workshop to others and that the activities were applicable and relevant to their work.*

### Qualitative Questions and Sample Responses

*What did you find most useful from today's Effective Virtual Teamwork workshop?*

1. "I loved the simulation because it gave us "real life" material to evaluate and made the training very personal."
2. "I enjoyed the simulation portion and the coach/peer feedback. It is always nice to have an outside perspective and to hear their observations. There are things that we miss in our own self-reflection, so it's always nice to hear from others how we come across. Our coach was very helpful in leading our reflection discussion."

*What could have been done to improve this workshop?*

1. "I think allowing more time for the simulation and debrief. That kind of engagement with the facilitator and learning new skills and takeaways is the best part and a little more time would be great."
2. "In the future, I wonder if it would be helpful to work with an existing team and bring in an issue/agenda we are currently working through for feedback."

*Do you have any additional comments?*

1. "[My Coach]'s demeanor allowed me to be vulnerable and not feel threatened by her feedback. It was greatly appreciated."
2. "I'd like to sign up for more of these trainings!"



## Overall Workshop

The Overall Workshop questions target the participants general experience with the workshop as a whole.

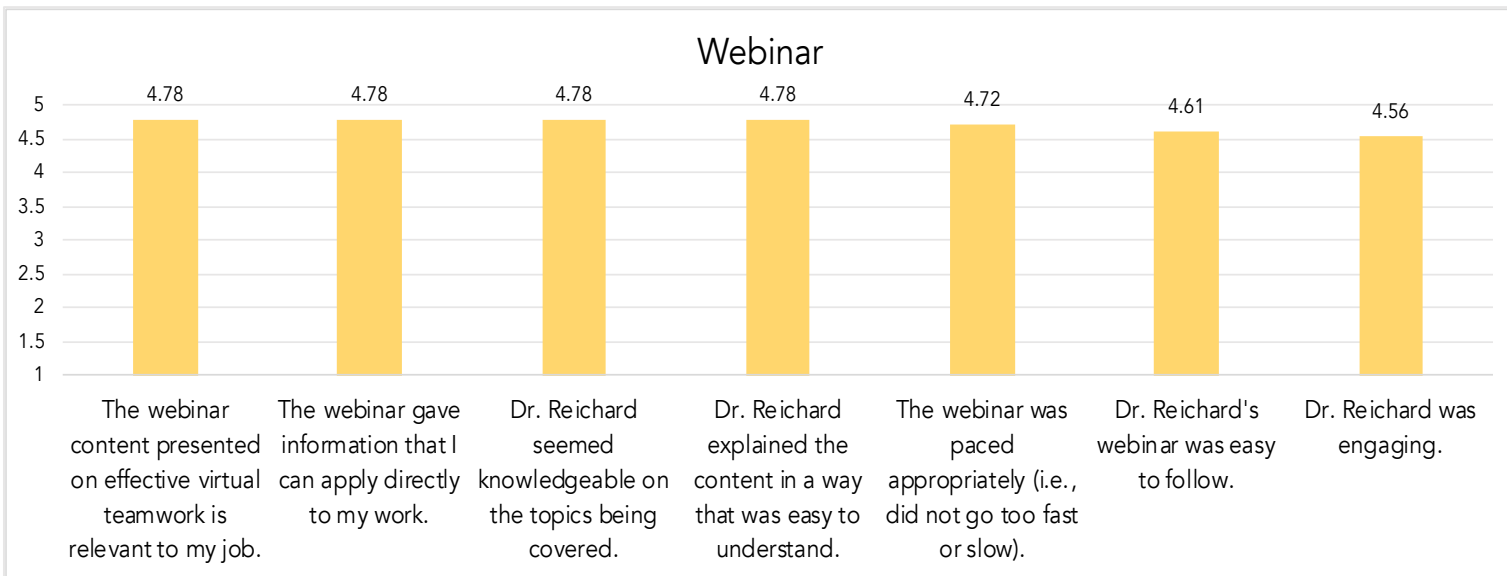


Participants most favorably indicated that the Effective Virtual Teams Workshop was easy to navigate on Zoom ( $M = 4.83$ ), was well organized ( $M = 4.78$ ), and motivated them to develop their teamwork skills ( $M = 4.78$ ). The lowest rated response indicated that participants may have experienced some technology issues during the workshop ( $M = 4.39$ ).

**Sample quote: "I thought the workshop ran very smoothly and was super organized."**

## Webinar

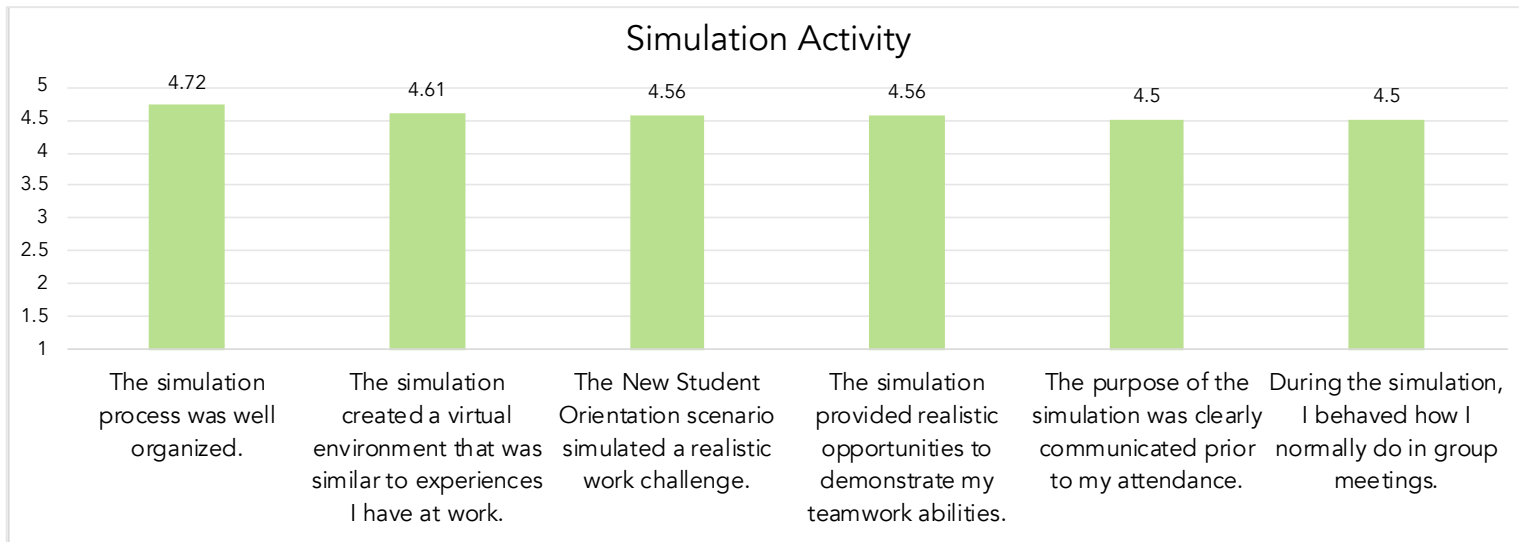
Webinar questions referred the Effective Virtual Teamwork presentation given by Dr. Reichard at the beginning of the workshop.



The highest rated responses indicated that participants thought Dr. Reichard's webinar was applicable to their current work role ( $M = 4.78$ ), easy to understand ( $M = 4.78$ ), and that Dr. Reichard was knowledgeable on the subject ( $M = 4.78$ ).

## Simulation Activity

Simulation Activity questions are focused on the small group discussion about New Student Orientation at Cosmo Park College.

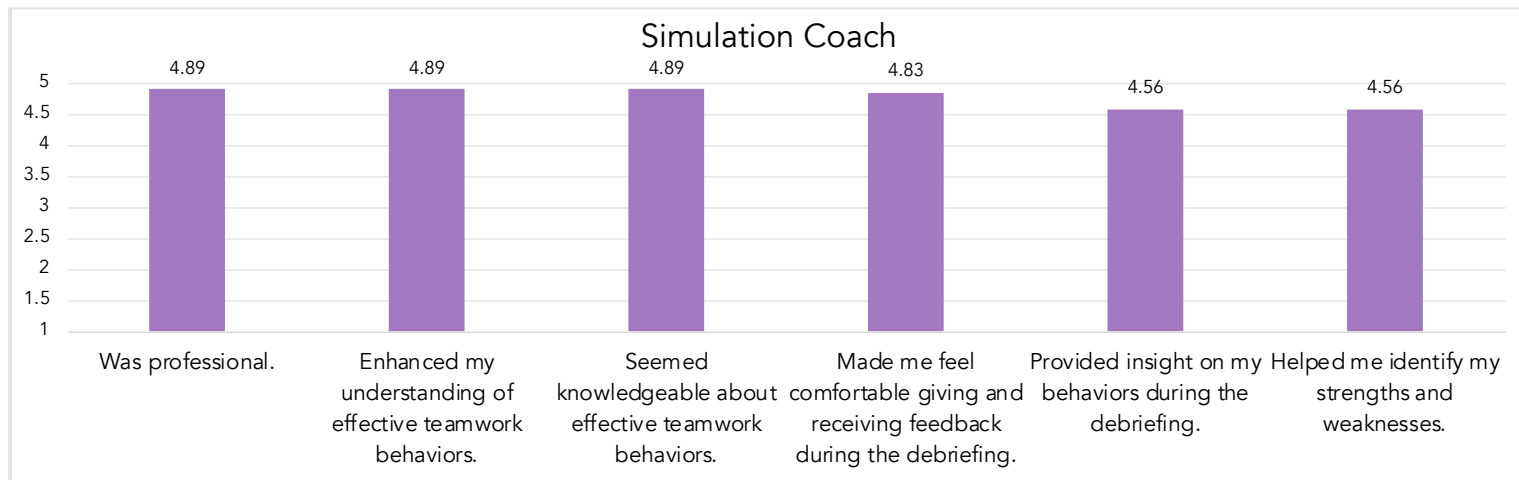


Participants rated the simulation activity most highly for its organization (M = 4.72), ability to illicit natural responses (M = 4.61), and providing a realistic opportunity to demonstrate teamwork behaviors (M = 4.56).

**Sample quote:** "The simulation activity was very productive - really an excellent exercise. The framing, role information, stimulus, and group/individual feedback portion was very helpful."

## Simulation Coach

Questions in the Simulation Coach category target the small group debrief and feedback that followed the simulation activity.



100% of participants who completed the evaluation Agreed or Strongly Agreed to all Simulation Coach items, namely that their simulation coach was professional, effective, and knowledgeable (M = 4.89).

**Sample quote:** "The facilitator was great and made the debrief comfortable and organic."

## Conclusion

Upon reviewing participant feedback of the Effective Virtual Teamwork workshop, our recommendations include providing more debrief time with the simulation coach and continuing to update the simulation activity to best fit the reality of the workshop audience. We learned that, on the whole, the workshop was a success and the format and topic of this session is an effective and viable option for future collaborations between LeAD Labs and Golden West College.