

## **2024 LeAD Labs *Mastering Leadership: Skills for Professional Advancement* Workshop**

### **Feedback Report**

February 15<sup>th</sup>, 2024

*Presented by:*



### **Overview**

Students at Claremont Graduate University were invited to participate in LeAD Labs' workshop on mastering leadership offered on February 15<sup>th</sup>, 2024. Before attending the workshop, participants first received an invitation to complete the [LeADself Assessment 5.0](#), which includes a personalized feedback report and coaching debrief. During the workshop, participants first watched a lecture on Implicit Leadership Theories (ILTs) and effective leadership behaviors (i.e., the LeAD 6p Leadership Framework), facilitated by Ph.D. students Darnell Mauricio, Ashley Watterson, and Stephanie Dailey. Participants then selected one of five different break-out sessions, each focusing on a specific effective leadership behavior ("P") of the LeAD 6p Leadership Framework. After 15 minutes, participants were then invited to select a different break-out session, so they could discuss/practice a total of two separate leadership behaviors by the end of the workshop.

Following the workshop session, participants were asked to complete an evaluation survey including both quantitative and qualitative questions. The survey asked for participant feedback on three focal categories: their overall experience with the workshop, the breakout session activities (both session 1 and session 2), and their self-assessment of knowledge and skills gained from the workshop. In addition, participants were asked to provide insight into what they found most useful from the workshop and what they thought could improve the effectiveness of the workshop. *All quantitative item responses were ranked on a 1-5 scale ranging from 1 – Strongly Disagree to 5 – Strongly Agree.*

The purpose of this report is to review and summarize participant feedback to help LeAD labs improve future workshops and inform the CGU Student Life, Diversity, & Leadership sponsor about participant reactions to the workshop. Out of the 21 participants who attended the workshop, 6 participants completed the evaluation, reflecting a **29% response rate**.

## Overall Workshop

The overall workshop questions target the participants' general experience with the workshop. The table below includes each statement and its respective average.

Overall Experience Item ( <i>scale 1-5</i> )	Average
This workshop stimulated my thinking about my leadership behaviors.	4.67
This workshop motivated me to want to develop my leadership skills.	4.5
This workshop exceeded my expectations.	4.17
I would recommend this workshop to others.	4.5

Based on the above, most students found the workshop to be a positive experience. Participants most favorably indicated that the Mastering Leadership workshop **stimulated thinking about leader behaviors** ( $M = 4.67$ ) and **motivated them to develop their leadership skills** ( $M = 4.5$ ).

## Break-out Sessions

Each break-out session was rated on the quality of the content, the activity, and the LeAD Coach facilitator. The table below includes each statement, the average across all break-out sessions, and the percentage of responses that agreed or strongly agreed. For a detailed breakdown of scores by break-out session, see Appendix A.

Break-out Session Item ( <i>scale 1-5</i> )	Average	Percent Agreement
The purpose of the breakout session was clearly communicated.	4.42	100%
The breakout session simulated a realistic leadership scenario.	4.17	91.7%
The breakout session provided opportunities to demonstrate my leadership skills.	4.17	83.3%
The breakout session was well organized.	4.42	100%
My LeAD Coach facilitator enhanced my understanding of the leadership behavior.	4.67	100%
My LeAD Coach made me feel comfortable participating during the breakout session.	4.75	100%
The handout summarizing the leadership behavior will be useful in my development.	4.67	100%

Participants highly rated the LeAD Coach facilitation of the break out sessions, indicating that the LeAD Coach **ensured a safe space for participation** ( $M = 4.75$ ) and **enhanced understanding of the focal leadership behavior** ( $M = 4.75$ ). Additionally, the participants found the **summary handout for leadership behaviors to be useful for development** ( $M = 4.67$ ).

## Knowledge and Skills Gained

The feedback survey also asked participants to rate their agreement with statements about the leadership knowledge and skills they gained as a result of participating in the workshop. The table below includes each statement and its respective average.

Knowledge and Skills Item ( <i>scale 1-5</i> )	Average
After participating in the workshop, I ...	
Can describe different types of effective leadership behaviors.	4.17
Can identify my self-perceived leadership strengths.	4.0
Can identify my self-perceived leadership weaknesses.	4.17
Recognize the importance of purposely engaging in my development as a leader.	4.33
Have more awareness of the leadership strengths of others.	4.33
Developed skills related to pursuing development as a leader.	4.67
Have more awareness of how leadership prototypes influence my self-perception as a leader.	4.5

Based on the above, most students highly rated the **leader development skills they gained** ( $M = 4.67$ ) and the **awareness they gained about leadership prototypes** and **self-perception as a leader** ( $M = 4.5$ ).

## Qualitative Feedback

Participants thought the **break-out session activities were beneficial** and wanted **more time in each breakout session**.

### *What did you find more useful from the workshop?*

- “I got a further understanding of being a good leader, and how to improve the skills of being a leader. In addition, I made new friends.”
- “The breakout groups were super helpful in diving deeper into the 6Ps. I liked the small group discussions.”
- “I learned if you invite someone into the development of something (maybe a passion project at work), that person will become more emotionally invested in this new thing that you are trying to develop”
- “The activities with the coaches in the sessions was well exercised and helped in self-introspection.”
- “Finding the opportunity to meet and network with other professionals was one of the most beneficial aspects of attending the workshop.”

### *What could have been done to improve the workshop?*

- “Having longer breakout sessions, maybe 25 minutes instead”
- “Maybe getting a name tag for breakout sessions”
- “Time allocated for each module could be better managed. I overheard during the first breakout that we were doing okay (actually ahead of schedule), but towards the end it seemed like the event organizers were rushing to finish, maybe just so the participants could get lunch.”
- “Addition of more activity exercises or more time for engaging in more breakout room sessions.”

## Appendix A – Breakdown of break-out session item average by topic/facilitator

