

Q1	Q2	Q3	Q4	Q5
Please choose the course topic and presenter.	Did this presentation provide useful information to help you lead as a police executive? If so, please list some of the points you will refer to in the future.	Please identify the strengths and/or weaknesses of the this presentation.	Do you have any suggestions for improving this topic presentation?	Additional comments.
	Try self reflecting and identified some leadership behaviors to develop	It was great	None	None
	Very useful, thoughtful provoking content	The entire process was very strong.	N/A	N/A
	Really enjoyed the LeAD self assessment group reporting.	Presentation was really quick. Wish there was more time to delve into the topic.	Only suggestion would be more time for this specific topic.	None.
	Yes, LEAD self assessment and skill development	Dissecting the self assessment.	None	None
	Very useful and informative	did not like the standing but did like the discussion	none	n/a
	Yes. I enjoyed the leader development roadmap.	Proactive and intentional will help me continue to develop. Organization helps with development but it's up to me to be the change and stay the course.	None	Different perspectives and why you lead was solid. The 6 P's was a great starting point for me.
	Yes - self awareness is essential as a leader and we all should reflect on how to improve. I plan to refer to the SMART strategy because we didn't get to it in class	Great overview of the LeAD LAB profile. Too much time spent on the group breakout session.	Be cognizant of the time on the breakout session	None
	Yes. Good reflection.	Very engaging. No weakness to mention.	A lot of info for 4 hours. They seemed to run out of time at the end and sped through the end material.	Thank you.
	In depth discussion of the LeADS assessment was very helpful to digest more of why we had the responses that we did.	Great presentation and organization and connection to the assessment tool.	none	none
	Yes, I was skeptical at the start but warmed up to it as the morning went on to the point where I would not have been mad if we did more work in the afternoon. Will give me a lot of work when I return back to my agency and job.	Nothing for weakness, It can be tough to do group work right off the bat with cops. I think it was utilized well and timed correctly.	Maybe a bit more time for us to review our self-analysis as well as more time to do the partner exercises.	DNA
	Yes, a lot of information was provided.	There was no strengths and weaknesses for this class.	No.	Both presenters were knowledgeable and GAVE a lot of information on this topic. This was a good session and I enjoyed it.
	Yes, key points on what leadership areas (4 p's) I need to look at and improve upon.	Strengths-great examples of what specific leadership areas are and the explanation of those areas. Sharing of examples/experiences from the instructors helped. Group engagement also helped to open our view of how we view ourselves as leaders	At this time I do not.	Great job on engagement of each group by both instructors. Questions were answered and explanations were provided. Feedback was instant and positive attitudes by both instructors helped create an environment of trust and vulnerability.
	absolutely. really got alot out of finding my strengths and weaknesses, and through the group exercise of gathering together to talk about what it means for each of us. I realized I am not the only one with my strengths and weaknesses, and it was affirming to hear of the struggles and successes of others. I will continue to develop my thought process and create a SMART plan.	At first I was not super excited about going through the exercises of this presentation, but the further we got, the more benefit I started to see. Part of the strength of this presentation was interacting with classmates. The exercises forced me to self evaluate, put my evaluations on paper, and begin to refine my thoughts.	Not at this time.	Good presentation and strategies. I will continue this process beyond the class.

Yes. Leadership development is a vitally important concept for anyone in the policing profession...especially supervisors and managers. I appreciated learning about the various categories in which I can develop my leadership strengths and weaknesses.	The instructors were very knowledgeable and did their best to convey the material to us as students. The downside is there was a lot to absorb and probably needed more time to learn about it in any great detail.	While the information was beneficial, I think it is difficult to absorb the material in such a short period of time. I almost think some additional coursework to learn more about the concepts and then spending time in class delving into our specific needs might be better.	The associated video was not well put together and did not keep my attention or want me to pay attention. The evaluation report format was not easily printable or viewable on a standard screen. It was difficult to scroll through the various parts of the report for the class assignment as well.
The presentation provided very useful information to assist me in my current role. Some of the strategies discussed in class along with the group activities will make a stronger and more understanding leader.	Becky and Marlon did an outstanding job on their presentation. Group discussions, break out sessions and group think supported the material presented.	Perhaps more time for the material to be covered.	None
Somewhat, finding where my strong or weak areas are and discussing with other classmates was insightful.	Interacting with classmates in various "corners" or strengths was helpful in breaking the ice. The material in general with the powerpoint and handouts was fairly dry in content.	No.	No.
Yes- i will use this to refer back to as i develop goals.	Group participation is a strength, breaking out into our strength and weakness, and having people from the instructors participating and guiding those times was huge. Darnel was great!	NO	none
Yes, I found it helpful to identify my strengths and weaknesses and come up with a SMART goal to improve my weakness(es).	No weaknesses.	None.	None.
It's always good to do a self-evaluation like this one. The information I obtained in the evaluation and during the course will help me develop an action plan that can improve some of my weak points.	Some excellent activities promoted interaction with other attendees. The only weakness was that I felt we ran out of time to complete a roadmap to our leader development. However the discussion was started and it is up to me to follow-up.	None, it was a large class, so perhaps that is why we ran out of time.	None
Yes. The Leads Self assessment assignment has helped to identify strengths and weaknesses that I will focus on to develop into a better leader.	The presentation was well put together and relavant for modern policing. No weaknesses were noted.	None.	None.
The section taught me how to utilize my strengths more effectively, while also addressing or tapping into those areas where I have weaknesses.	While I understood the reason behind the activity on page #2 and "Why do you lead," I felt like it could have been shortened a bit. There were benefits to the other group exercises.	Once a strength and weakness have been identified, it would be helpful to build on them a little more.	I think the LeAD assessment was useful but the fact that it couldn't be printed out properly was little frustrating. Also, when viewing it via email, the complete message could not be viewed without sliding the bar at the bottom of the screen.
Prior to listening to Becky's presentation, I never thought about preparing a leadership development plan. Becky's presentation helped me understand more about myself, where I see myself in the future, and my plan to develop and improve.  Darnell is a great speaker and I enjoyed listening to his presentation and his real-life experiences.	The breakout discussions were beneficial.	Towards the middle and end of Becky's presentation, I felt Becky was rushed to get all the information she had presented. I don't know if it would be possible to give her more time, but she seemed rushed.	N/A

Purpose presented by: Becky Reichard (0800-1200)

I appreciate the facts-based approach to positive leadership traits.	I feel like this presentation was generic and the presenters never really addressed the specific background, needs, or duties of the group. Dr. Reichard cut people off while speaking several times. They spent too much time on the group projects and neglected the culmination of their leadership development.	While we do not expect you to know everything about law enforcement, acknowledging our current leadership problems would help.	None.
The entire class was very eye opening. I would love for my entire command staff to sit through this class. Identifying my strengths and weaknesses will help me focus on becoming a better leader with a clear vision of why I lead.	The presenters were great. At times it did feel heavy on death by power point but the exercises were great.	I think the topic needs a full day.	Great class, I really enjoyed the whole experience.
Such A great block. I dont often focus on knowing my weaknesses and being intentional about working on them. After this block I Will be far more intentional	The instructors were great at driving class interaction. It really got people talking. I'd suggest keeping these three in future presentations.	Allocate additional time toward what action items will be done. We kinda ran out of time at the end and I dont imagine future classes will get smaller so be really sure to have these action oriented people walk away with a 1,2,3 "Monday Morning Differences"	N/A
Yes. There were a lot of great topics of discussion in this segment. Being able to see what my strong and weak points as a leader are and giving me ideas to develop them was very helpful.	Both presenters were great. They knew the material and did a great job delivering the information.	N/A	N/A
Yes, lots of takeaways to help me evolve and grow in the areas of improvement.	None.	Great speakers. I have none.	The speakers did great and they connected well with the students.
Yes, exercises were useful In applying theory to our roles and purposes.	Group exercises/discussions provided alternative viewpoints/perspectives. Both presenters were effective speakers and the engagement during group exercises was helpful to frame further discussion.	N/A	N/A
The survey or self-assessment was interesting and the break out groups were informative	Both presenters were well prepared and responsive to questions Focus more on the action plan	None	None
Yes. Going over the leadership evaluation really helped me take a step back and self analyze my approach to leadership and management.	Overall great presentation and excellent subject matter experts.	None	None
gave tools to analyze ones own leadership skills	little power point heavy	none	none
This provided a great way to do self assessment on my own leaderships strengths and weaknesses. The group exercises were a great way to collaborate with classmates and talk about how I could develop some of my weaknesses.	The presenters were organized and very interactive. The group exercises were the greatest strength of the presentation.	None	Overall, this class was excellent and really began the process for me to start the self analysis I need to do to develop my leadership skills and truly understand leadership styles and traits
Yes	None	None	N/A
Very useful. Great use of research.	Researched based. Great strength. Letting the PHD candidate jump in there and teach, good move, good to see him getting the experience.	No	No
I really enjoyed learning about my weaknesses as a leader and how I can improve them.	This course covered a wide variety of leadership principles.	No.	None.

<p>This was a good and informative class on a different perspective on leadership and its components. I appreciated the discussion and perspective.</p>	<p>Discussion of the traits and how they relate to real life was helpful. The breakdown was logical. I wish there was more time/emphasis on how to develop the plan, and implement the development.</p>	<p>More time on the development model and plan.</p>	<p>None</p>
<p>Super useful information. I was very surprised how effective the training was (no offense). I incorrectly assumed it was going to be a gimmick software type thing.</p>	<p>Strength: good job having folks physically identify their strong attribute. It got us up and moving (better attention) and created good discussions.  Weakness: each breakout to fill out the packet was to rushed.</p>	<p>This topic should be a full day of instruction to avoid the rushed timelines for writing in packet.</p>	<p>Feedback: The test results were not super user friendly.</p>
<p>Yes, this presentation allowed me to really reflect on my strengths and weaknesses with respect to my leadership skills and style.</p>	<p>the presenter and staff were extremely competent and knowledgeable in the subject matter. Both speakers were phenomenal in their delivery of presenting.</p>	<p>none</p>	<p>none at this time</p>
<p>Yes, I learned to look more in depth at myself as a leader and identified items I do well and items I need to work on.</p>	<p>A little heavy on the group activities but they were helpful in keeping us engaged in the topics.  Bernie was great, great real world examples of Drucker's philosophy. Very entertaining, knowledgeable, and encouraging.</p>	<p>No</p>	<p>None</p>
<p>This was a very good presentation. Finding my strengths and identifying areas for improvement was valuable. I will follow up on these after this class.</p>	<p>The process of getting up and talking about our strengths and finding our group was good. I realized other people have similar strengths and weaknesses, which is encouraging. I'm not the only one, but found some areas to specifically improve upon. The first exercise of finding an image that represents leadership was fun, but didn't get a whole lot of value out of that, and the time spent doing that exercise could have been utilized for the end of the class.</p>	<p>see above</p>	<p>overall, good program for discovering a bit more about myself.</p>
<p>This was an excellent presentation and definitely wish I could have had the training about 28 years to start my law enforcement career. The instructors were knowledgeable and easily articulated the information. Outstanding!!</p>	<p>It clearly was the exercises for me which put the objectives into context for me. Maybe build a little more time into the presentation for the purposes of the exercises.</p>	<p>None</p>	<p>N/A</p>
<p>The Leads survey was interesting and I wasn't sure how to take some of my results. After this class and the group discussions we shared, it made more sense to me. Furthermore, I was able to appreciate that others had very similar rankings to my own and that we have much in common.</p>	<p>This was an interesting exercise in understanding that opens a realm into leadership traits, how to understand them and gives ideas how to improve.</p>	<p>None at this time.</p>	<p>N/a</p>