

EVALUATION REPORT

Feedback on 2002 Leadership Assessment Development Program

September 2002

Purpose

This report presents results of the evaluation of the 2002 Leadership Assessment Development Program. The purpose of the evaluation was to assess participants' satisfaction with the program and to provide suggestions for future programs.

Background

Twenty-three people attended the week long 2002 Leadership Assessment Development Program July 15-19, 2002, at the Western Management Development Center, Denver, Colorado. This was the first part of a two-part program that sought to identify and develop leadership capabilities in agency staff. A follow-up session is scheduled for October 2002.

Method

The evaluation used a questionnaire on the overall program. Fifteen participants completed and returned the questionnaire via fax as a follow-up to supplement surveys completed on site.

Training Program

Overall those attending were extremely positive about the training. They gave high marks to the:

- overall content,
- quality of the presentations, and
- support staff.

All said that the training:

- was worth the time spent,
- provided information on the agency,
- met their professional needs, and
- they would recommend it to others.

Three aspects of the conference were repeatedly reported as the best:

- conflict resolution workshop,
- meeting other FSIS employees, and
- quality of speakers.

This was the theme of the comments: "The week was a good one. You did a very good job planning and overseeing the training."

All said that the social interaction fostered increased awareness of supervision issues, the shared mealtimes were beneficial in facilitating work-related discussion and the time allotted for the shared meals and breaks was sufficient.

Respondents were less positive (<80% rating excellent or almost excellent) about the hotel, their individual hotel rooms and the application process. They said that the program needed more time for some sessions and more on leadership competencies. Some respondents rated the 360 assessment tool as the best part of the conference while others felt it disappointing. Eleven of the respondents said that the tool was accurate.

Recommendations

Respondents provided a number of individual suggestions for future programs that may not reflect the views of all:

- include "Not applicable" option on 360 assessment,
- provide more communication on arrangements,
- consider evening activities,
- explore additional hotel options,
- improve food choices, and
- assure computer support in break-room.