
















Attendee Feedback from Spring 2016 INCOL Workshop
 Are You Ready for Leadership? and Management in Context
 Trevor Dawes
 Thursday, April 14, 2016

Is this your first INCOL workshop?			Responders: 72 Responses: 72	
(12124)	Yes		33%	24
(12125)	No		40%	29
(12126)	No answer		26%	19

Presenter(s) was/were knowledgeable about the subject matter.			Responders: 72 Responses: 72	
(11820)	1 Strongly Disagree		0%	0
(11821)	2 Somewhat Disagree		0%	0
(11822)	3 Neutral		0%	0
(11823)	4 Somewhat Agree		18%	13
(11824)	5 Strongly Agree		82%	59
(11877)	NO ANSWER		0%	0

Presenter(s) was/were concerned that you understood the subject.			Responders: 72 Responses: 72	
(11825)	1 Strongly Disagree		0%	0
(11826)	2 Somewhat Disagree		0%	0
(11827)	3 Neutral		6%	4
(11828)	4 Somewhat Agree		22%	16
(11829)	5 Strongly Agree		72%	52
(11878)	NO ANSWER		0%	0

The program was organized well and structured appropriately for the topic.			Responders: 72 Responses: 72	
(11830)	1 Strongly Disagree		0%	0
(11831)	2 Somewhat Disagree		0%	0
(11832)	3 Neutral		3%	2
(11833)	4 Somewhat Agree		31%	22
(11834)	5 Strongly Agree		67%	48
(11879)	NO ANSWER		0%	0

Presenter(s) was/were responsive to the concerns of the group, as well as individuals.			Responders: 72 Responses: 72	
(11835)	1 Strongly Disagree		0%	0
(11836)	2 Somewhat Disagree		0%	0
(11837)	3 Neutral		4%	3
(11838)	4 Somewhat Agree		19%	14
(11839)	5 Strongly Agree		75%	54
(11880)	NO ANSWER		1%	1

The program inspired you to think about change.			Responders: 72 Responses: 72	
(11840)	1 Strongly Disagree		0%	0
(11841)	2 Somewhat Disagree		0%	0
(11842)	3 Neutral		6%	4
(11843)	4 Somewhat Agree		18%	13
(11844)	5 Strongly Agree		75%	54
(11881)	NO ANSWER		1%	1
Program was relevant to your job.			Responders: 72 Responses: 72	
(11845)	1 Strongly Disagree		0%	0
(11846)	2 Somewhat Disagree		1%	1
(11847)	3 Neutral		3%	2
(11848)	4 Somewhat Agree		21%	15
(11849)	5 Strongly Agree		74%	53
(11884)	NO ANSWER		1%	1
Overall, I enjoyed the workshop.			Responders: 72 Responses: 72	
(11850)	1 Strongly Disagree		0%	0
(11851)	2 Somewhat Disagree		0%	0
(11852)	3 Neutral		4%	3
(11853)	4 Somewhat Agree		25%	18
(11854)	5 Strongly Agree		69%	50
(11882)	NO ANSWER		1%	1
Time allowed to cover the topic was:			Responders: 72 Responses: 72	
(11855)	Too little		38%	27
(11856)	Too much		0%	0
(11857)	Just right		61%	44
(11883)	NO ANSWER		1%	1

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What were strong points of the program?

- Great viewpoints
- Presenter is awesome!
- Diamond
- Excellent group activities and individual participation opportunities
- Gradients of agreement model & exercise was better than the case study
- Exercises
- Gradients of Agreement model was very helpful.
- Decision making, who makes the decisions, is it a group or manager. Provided tools used in decision making.
- Identifying the process of group decision making
- Good size group. Very nice setting.
- Making decisions as a group and the process of coming to that decision.

- Approachable presenter. Agreeable and relatable.
- Clarity of the subjects.
- Process we make while attending a decision making meeting.
- [5+ and 5++ for above ratings]
- Decision making process.
- Fun interactive exercises. Easy implementation work.
- Good resources for take away.
- Presenter knows his stuff.
- Practical; will use right away!
- Summary of management styles, Group exercise, and knowledge of presenter.
- Lots of diagrams and information to take notes on - felt good (this is how I learn best).
- Information
- Presenter and location. Focus on "decision making" is applicable to everybody.
- Good tools made available.
- Meeting colleagues; ladder of inference.
- Didn't overwhelm with info./activities.
- Encourage self-examination and self-determination in both career and in personal life if desired
- The blueprint for the personal mission statement.
- Strong points are risk management, developing your own mission statement, goals and strategies within your own career.
- Validation about self-promotion.
- Resources and information.
- How to think about becoming a leader.
- Excellent presenter-great value
- Knowledgeable, Interactive
- Inclusion of participation in discussion- materials for personal vision, mission, etc.
- Self-study exercises/discussion
- His personal knowledge
- Interesting topic
- Soft spoken, gentile and thoughtful manner of the speaker encouraged honest contemplation.
- The recommendation about documentation at the end were the most helpful and I will utilize.
- Thoughtful presenter, great content, calm and engaging
- Vision mission values
- Thinking about myself strategically
- Appropriate and useful for any and everyone
- Feedback from participants
- Loved the packet-very inspirational and good audience interaction.
- The clear communication, time, allowed for group planning/peer interaction.
- He stayed on time and on point while still conveying the important points

- Clarification on developing a personal mission statement.
- The personal mastery packet at the end was very inspiring and I enjoyed the conversation about risk.
- Good conversation
- Lots to think about; great starting points for making a leadership plan of my own.
- Location-region and building/meeting room were wonderful. Presenter.







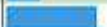
What were the weaknesses of the program?

- Sometimes had trouble hearing. Room was too hot.
- Needed a microphone
- Need Bio
- None
- Would have enjoyed a longer (more in depth) coverage.
- Soft spoken presenter. Make better use of microphone. Longer sessions would be appreciated for this topic.
- Not many examples of dealing with issues or interpersonal conflicts within a group decision making process.
- Lack of parking.
- Could have been longer to cover more.
- Not enough time.
- Not enough time.
- More time would be great.
- Hard to hear presenter at times.
- Too little time.
- Have additional examples of maker spaces materials - we couldn't think of any beyond the 3 that were mentioned.
- Preprinted nametags w/institution/library on them would be great.
- The decision diamond is far too linear and theoretically weak.
- Too short of time.
- Somewhat soft spoken
- Presenter was articulate and well prepared but could have projected voice more. Also to repeat for the group what individuals said- not always audible.
- Difficult to hear presenter at times- needs to wear a microphone.
- Needed more on leadership
- Would have been nice to have the longer version of the program and have time to work on personal mission statement
- Acoustics in room not great
- He did a great job of fitting the content into the time allowed, but I would have loved to go to the longer version of this workshop.
- Could have had more time for workshop
- Not enough time.
- Soft spoken- hard to hear
- Not able to go through goals and mission
- Difficult to engage in personal reflection in a public setting
- Too much attention on personal stories. Couldn't hear presenter part of the time

- Wanted more self-promotion and risk management- also interested in gender aspect of these, relevant but not often discussed.
- Need more time!
- More time for depth examining.
- I wish there was more time to go over the packets.
- Define parking strategies for participants in advance - perhaps option to pre-order parking permits?





Other comments you want to share with the presenter(s) or the INCOL Continuing Education Planning Committee?

- Great topics today.
- Thank you!
- Thank you, program organizers!
- Thank you
- Group exercise good! (Usually don't like groups.) More work/life examples to demonstrate processes. Easier to remember.
- Thank you!
- Very well discussed the topic he presented.
- Leave more time for questions - went over both times.
- Great material that I have not heard elsewhere.
- How does decision diamond complement or conflict with ladder of inference? Gradient of agreement model does not discuss power imbalances, who can veto?
- Excellent material
- Thank you program organizers
- Excellent workshop
- Keep up the good work
- This was great. Thanks!
- Excellent program keep up the good work.
- Valued the training
- THANK YOU!!! So great to have this in the Palouse!
- Thank you....need a location with more restrooms.
- Appreciate the mission statement packet.
- Great topic! Great speaker!

How did you hear about the workshop?		Responders: 72 Responses: 80	
(11858)	flyer		14% 11
(11859)	email from a colleague		39% 31
(11860)	email from director		3% 2
(11861)	INCOL website		5% 4
(11862)	in-person from a colleague, director, or other		5% 4
(11863)	Listserv (which one?)		9% 7
(11875)	NO ANSWER		26% 21

Specific listservs or other ways heard about workshop:

- Lib-idaho
- Libidaho
- Libidaho listserv
- Several listsevs including: Alma-L
- Work
- Work
- Work
- WSU Library website
- WSU Library website
- INCOL committee
- on committee
- I'm on committee

Topic and speaker suggestions for future workshops: (Please be as specific as possible. You are not limited to the suggestions below.)			Responders: 72	Responses: 118
(11864)	Collection Services (patron-driven acquisition, ILL, ebook acquisition and budgeting, etc.)		4%	5
(11865)	Customer services (difficult situations, safety & security, combating burn-out, meeting patron needs, etc.)		10%	12
(11866)	Leadership & supervision (team leading & building, project management, performance management, training, etc.)		8%	9
(11867)	Library Science (changes in the field, career options, keeping up-to-date, intellectual freedom/censorship, etc.)		5%	6
(11868)	Marketing & advocacy (marketing through social networks, advocate for funding, etc.)		9%	11
(11869)	Programming (IL instruction, community partnerships, getting the word out, etc.)		5%	6
(11870)	Reference (medical, legal, tech/vocational, reader's advisory, reference interview, etc.)		3%	4
(11871)	Technical Services (RDA, labeling & packaging challenges, assigning genres & subjects, promoting books thru cataloging, etc.)		5%	6
(11872)	Technology tools (mobile library services, ebooks, makerspaces, mashups, etc.)		6%	7
(11873)	Youth Services (storytime, STEM programming, plan & learn, technology for literacy, etc.)		3%	3
(11874)	NO ANSWER		42%	49

Other topic suggestions:

- Collecting all libraries for a strong community presence and advocacy.
- Active shooter training?
- Prefer resources utilized, archival repository, latest technological innovations
- Managing people who used to be your peers.
- Lib. Science: Keeping up-to-date. Reference: Medical resources
- Technical Services: Anything similar to Book Blitz 1 & 2, but for RDA
- Collection Services: ILL Leadership: Team leading & building; performance management, training, etc. Programming: Getting the word out

- Tech. Services: Promoting books
- Technology Tools: New upcoming technology being used in library Archives
- Customer Service: Difficult conversations Marketing: Finding grant opportunities; grant writing Networking - as it relates to community outreach

Suggested speakers:

- **Sarajo Ghoting** (early literacy and storytime)
- Consumer Health: **Gail M. Kouame** of HealWa