

## **Servant-Leadership Training Initiative Report**

### **January 23, 2006**

The following report provides an overview of the activities related to ACC's Servant-Leadership Initiative. The information is broken into two categories; the first is data gathered concerning the mandated Servant-Leadership for supervisors. The second is data gathered concerning the Servant-Leadership overview provided at the morning and afternoon sessions of Spring Development Day.

#### **Mandated Training for Supervisors**

Seven sessions were offered between November 7, 2005 and January 20, 2006; 254 individuals attended the sessions. The following is a breakdown by employee type of those who filled out evaluations:

- Classified: 13 (5%)
- Prof/Tech: 116 (47%)
- Admin: 50 (20%)
- Faculty: 66 (27%)
- N/A 2 (1%)

\*\*At the last session, seven attendees did not receive an evaluation form; the forms have been sent to them via email but have not yet been returned.

The evaluation results are listed below:

- 97% responded Excellent or Good when asked about the relevance of the topic.
- 94% responded Excellent or Good when asked about the usefulness of the materials.
- 96% responded Excellent or Good when asked about the effectiveness of the presenter.
- 96% responded Excellent or Good when asked about the future usefulness of the topic.
- 96% responded Excellent or Good when asked for an overall evaluation of the session.
- 88% said Yes when asked if they would recommend this session to others. Four said No and 12 did not answer the question.

The written responses to prompts and Comments opportunities were answered as follows:

- 186 participants wrote a response to the prompt "What I liked most about the session was . . . ." The responses generally focused on their support of implementing the concept of Servant-Leadership at ACC and appreciation of the presentation style of Dr. Beazley and his handouts, Dr. Kinslow's presentation and presence during the training sessions, the group activities, and the ideas which were generated by the group work.
- 83 participants wrote a response to the prompt "What I liked least about the session was . . . ." The responses generally focused on the length of the

- presentation (both too long and too short) and the group work sessions (groups too large, time in groups too brief).
- 61 participants wrote additional comments; 4 were negative (session was too long, ideas are repeats of ideas tried before) and 5 were neutral (temperature of room, desire for a certificate of completion).

### **Spring Development Day Morning Session, “Servant-Leadership: Principles in Action”**

Approximately 450 individuals attended the morning session of Spring Development Day; 103 filled out an evaluation of the event.

- 89% responded Excellent or Good when asked about relevance of the topic. 9% responded Fair or Poor.
- 81% responded Excellent or Good when asked about the usefulness of the materials used in the presentation. 16% responded Fair or Poor.
- 79% responded Excellent or Good when asked about the effectiveness of the presenters. 16% responded fair or Poor.
- 78% responded Excellent or Good when asked about the future usefulness of the session. 22% responded Fair or Poor.
- 81% responded Excellent or Good when asked for an overall evaluation of the presentation. 16% responded Fair or Poor.
- 44 individuals wrote in Comments; six were negative on the topic of the presentation (five other negative comments were on the food provided, the room temperature and the number of restrooms available)

### **Spring Development Day Afternoon Session, “Servant-Leadership: An Overview”**

Eleven individuals attended the workshop; six completed workshop evaluations. All six of those were faculty members.

- 100% responded Excellent or Good when asked about the relevance of the topic.
- 100% responded Excellent or Good when asked about the usefulness of the materials.
- 100% responded Excellent or Good when asked about the effectiveness of the presenter.
- 100% responded Excellent or Good when asked about the future usefulness of the session.
- 100% responded Excellent or Good when asked for an overall evaluation of the session.
- Five answered Yes when asked if they would recommend this session to others; one did not answer the question.
- Five responded to the prompt “What I liked most about the session was . . . .” The answers focused on support of the Servant-leadership concept and appreciation of Dr. Beazley’s presentation style.
- One responded to the prompt “What I liked least about the session was . . . .” The comment alluded to group size being too small.
- Four wrote in Comments. All were positive.