

North West Cross Institutional Action Learning Programme _ Evaluation (copy)

Page 1: HE_CIAL Pilot Programme - Personal Impact

1. What motivated you to enrol on the the action learning pilot programme?

2. What were your expectations of the programme?

2.a. Were those expectations met? *[please explain]*

2.b. Was there anything that exceeded your expectations?

3. Whilst maintaining confidentiality, can you please identify any common themes in the matters that were discussed.

4. Please detail any ways in which the programme has enabled you to improve or develop? Where appropriate, please be as specific as possible.

Page 2: Confidence.

Your level of confidence can show in many ways: your behavior, your body language, how you speak, and what you say. The chart below compares aspects of common confident behavior with behavior associated with low self-confidence. With these descriptions in mind please answer the following questions relating to your "personal" and "work related" levels of confidence.

Confident Behavior	Behavior Associated With low Self-Confidence
Doing what you believe to be right, even if others mock or criticize you for it.	Governing your behavior based on what other people think.
Being willing to take risks and go the extra mile to achieve better things.	Staying in your comfort zone, fearing failure, and so avoid taking risks.
Admitting your mistakes, and learning from them.	Working hard to cover up mistakes and hoping that you can fix the problem before anyone notices.
Waiting for others to congratulate you on your accomplishments.	Extolling your own virtues as often as possible to as many people as possible.
Accepting compliments graciously. "Thanks, I really worked hard on that prospectus. I'm pleased you recognize my efforts."	Dismissing compliments offhandedly. "Oh that prospectus was nothing really, anyone could have done it."

5. **Work related:** In your opinion, how confident were you **before** participating in the action learning sets?
Optional

	10	9	8	7	6	5	4	3	2	1	
Very Confident [10]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Less Confident [1]

5.a. **Work related:** In your opinion, how confident were you **after** participating in the action learning sets?

	10	9	8	7	6	5	4	3	2	1	
Very Confident [10]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Less Confident [1]

5.b. On a scale of 1 to 10 (1 being low and 10 being high) in the context of your **work/role**, to what extent has your level of **confidence increased**?

	10	9	8	7	6	5	4	3	2	1	
High Confidence [10]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Low Confidence [1]

5.c. To what extent do you agree that this change is as a result of taking part in the action learning pilot programme?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

6. On a **personal level**: In your opinion, how confident were you **before** participating in the action learning sets?

	10	9	8	7	6	5	4	3	2	1	
Very Confident[5]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Less Confident [1]

6.a. On a **personal level**: In your opinion, how confident were you **after** participating in the action learning sets?

	10	9	8	7	6	5	4	3	2	1	
Very Confident [5]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Less Confident [1]

6.b. On a scale of 1 to 10 (1 being low and 10 being high) on a **personal level**, to what extent has your **confidence increased?**

	10	9	8	7	6	5	4	3	2	1	
Very Confident [10]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Less Confident [1]

6.c. To what extent do you agree that this change is as a result of the action learning sets:

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

Page 3: General observations on programme impact.

7. Please describe how the programme has influenced the way you see things / the way you act and/or your behaviour.

8. Please provide an example of how you have, or will in the future, apply some of the learning in practice, back in your workplace?

9. Have any changes you have made, been commented upon by your colleagues/peers etc? Please explain.

10. In your **work context**, please rate how strongly you agree or disagree that participation in this programme has enabled you to effect positive change.

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

11. Should this programme be offered as part of a general programme of staff training and development?

Yes

No

Maybe

11.a. If yes, to whom specifically, and what do you believe would be the benefit to the individual and the Institution?

Optional

12. Please sum up your experience and the programme in one word?

Page 4: Facilitation evaluation: Please rate how strongly you agree or disagree with the following statements:

13. The facilitator(s) planned and prepared for the sessions effectively.

	10	9	8	7	6	5	4	3	2	1	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

13.a. The facilitator(s) developed the ground rules on how the set would work together.

	10	9	8	7	6	5	4	3	2	1	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

13.b. The facilitator(s) created and maintained a safe environment for set members to speak openly.

	10	9	8	7	6	5	4	3	2	1	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

13.c. The facilitator(s) developed the set members questioning, listening and reflection skills.

	10	9	8	7	6	5	4	3	2	1	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

13.d. The facilitator(s) ensured that the process, timings, principles of action learning and ground rules were adhered to.

	10	9	8	7	6	5	4	3	2	1	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

13.d.i. The facilitator(s) maintained an appropriate pace during the sessions.

	10	9	8	7	6	5	4	3	2	1	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

13.e. The facilitator(s) encouraged the set to reflect on the solutions developed by the group.

	10	9	8	7	6	5	4	3	2	1	
Strongly Agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly Disagree

14. Please add any others comments or recommendations relating to the method of facilitation on this programme. For example your opinion of the recommended question technique, the interchange of facilitators for sessions, etc.

15. What skills and/or qualities do you believe are required for action learning set facilitators to be more effective?

16. Are there any other action learning questioning techniques or methods with which you are familiar and are willing to share?

17. Please include any comments or recommendations with regard to location, venues, catering etc where action learning set meetings were held.

18. Please provide any suggestions or improvements you feel would be beneficial for future programmes.

Page 5: Further opportunities to share your learning.

19. Would you be willing to endorse the programme? If so, please complete the section below (18a) with a brief testimonial.

- Yes
- No
- Possibly - in the future

19.a. Testimonial: *Optional*

20. If you have indicated your willingness to provide a case study, could you please complete the word document template attached to the survey invitation.

Page 6: Thank you

Thank you for your participation in the pilot programme and also for taking the time to complete this survey.

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