

## Yes We Can **Lead and manage**

Leadership and management development programme for leaders and managers of projects, organisations and initiatives working for social change in the north east

### 2017/18 programme evaluation findings

#### Level 1 Reaction

Using Kirkpatrick's Four-Level Training Evaluation Model we asked our 2017/18 cohort to rate the programme.

Using a scale of 1-10 where 10 is 'strongly agree' and 1 is 'strongly disagree'

#### **Overall the training was worth my time**

Highest rating: 10  
Lowest rating: 8  
Median rating: 10  
Average: 9.4

#### **Overall, the training was successful**

Highest rating: 10  
Lowest rating: 8  
Median rating: 9  
Average: 9

#### Biggest strengths of the training

- *Practical activities, encouragement of sharing experiences*
- *Building relationships through discussion/application*
- *Relaxed environment, learning from peers, reflecting on best practice*
- *Trainers, communication between participants, content was everything I needed to know as a new leader*
- *Broad overview, well structured, excellent mix of activities e.g. group, individual, etc*
- *Peer support, menu of tools, lots of extra things and signposting*
- *Wealth of resources, communication before and after*
- *Responsive and flexible to the needs of the group, practical, very varied, engaging*
- *The learning environment and the people! Followed closely by invaluable course content*
- *Range of roles and organisations, value placed on each individual and their contribution*

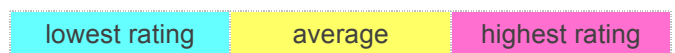
## Levels 2 and 3 Learning and behaviour

Here is an aggregated summary of self-assessment feedback exploring levels of increased knowledge, understanding and skills acquired through participation in the programme.

We asked: For each learning and development area covered rate the extent to which:

- Your knowledge and understanding of the subject has increased, where 1 is 'barely at all' and 5 is 'a lot'
- Your confidence in applying learning and new skills acquired through the programme within your leadership/management role, where 1 is 'not yet confident' and 5 is 'confident to use'

Learning and development areas	Increase in knowledge & understanding					Confidence applying learning & skills				
	Lo				Hi	Lo				Hi
<b>Days 2 and 3: Managing Self</b>										
Communication	1	2	3	4	5	1	2	3	4	5
Attitudes and behaviours	1	2	3	4	5	1	2	3	4	5
Time management	1	2	3	4	5	1	2	3	4	5
Assertiveness	1	2	3	4	5	1	2	3	4	5
Delegation	1	2	3	4	5	1	2	3	4	5
<b>Days 4 and 5: Managing Others</b>										
Recruitment, induction, training and development	1	2	3	4	5	1	2	3	4	5
Difference	1	2	3	4	5	1	2	3	4	5
Teams	1	2	3	4	5	1	2	3	4	5
Leadership and management	1	2	3	4	5	1	2	3	4	5
Feedback, motivation and appraisal	1	2	3	4	5	1	2	3	4	5
<b>Days 6 and 7: Working Together</b>										
Vision and strategy	1	2	3	4	5	1	2	3	4	5
Change Management	1	2	3	4	5	1	2	3	4	5
Project Management	1	2	3	4	5	1	2	3	4	5
Evaluation and impact measurement	1	2	3	4	5	1	2	3	4	5



## Level 4 Results

*“As you become a senior leader, your role can become lonelier. Not only does “Yes we can” give you tools and strategies to lead more effectively, it also connects you with peers in a similar situation and helps you develop new networks. I can recommend this course to anyone with a responsibility to manage a team, anyone who needs strategies to manage their time and workload, and anyone who needs help in driving change in their third sector organisation.”*

**Hugh Stolliday, Manager, Friends of Summerhill**

*“Many thanks for hosting such a well put together course that has been invaluable in terms of improving my confidence and implementation of strategies within the workplace.”*

**Joanne Robinson, Development Manager, Gateway into the Community**

*“Without doubt the most worthwhile and engaging training programme I have taken part in over the last 20 years. I have been given the knowledge and tools to be better equipped professionally.”*

**Chris Armstrong, Operations and Finance Manager, Meadow Well Connected**

*“The course content was excellent with a good balance between theory and practical application, which I think was a great way to learn. This course has given me a more cemented view in my role and helped apply reasoning to my decisions. If you are Manager or Leader and want to make a difference then this course is perfect.”*

**David McCreedy, Delivery Manager, Auckland Youth and Community Centre**

*“I have learnt so much, its been a fantastic inspiring course and the name says it all, I really feel now that ‘I can’.”*

*“I have learned an incredible amount of real and useful tools and approaches.”*

*“I have enjoyed every session. I feel both enlightened personally and equipped professionally better than I would have expected to feel.”*

*“Very successful and has altered my mindset and given me a plethora of new skills and increased confidence in my management and leadership.”*

*“I learned a lot of new strategies for being a successful leader.”*

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## 2018/19 workshop dates

Wednesdays, 9.30am-4.30pm

- 5 December 2018
- 9 January 2019
- 6 February 2019
- 6 March 2019
- 3 April 2019
- 1 May 2019
- 5 June 2019
- 3 July 2019

## This programme is supported by:



**Full details at <http://www.yeswecan.community/lead.html>**



**Yes We Can** is a collaboration between People Purpose Planning, Cath Brown Consultancy and Sharing Learning Doing

[www.yeswecan.community](http://www.yeswecan.community)

**Developing leaders of social change**

**For more information or to book a place email [robert@peoplepurposeplanning.co.uk](mailto:robert@peoplepurposeplanning.co.uk)**