

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*

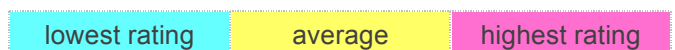
Levels 2 and 3 Learning and behaviour

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				
Days 2 and 3: Managing Self	Lo					Hi				
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
Days 4 and 5: Managing Others	Lo					Hi				
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
Days 6 and 7: Working Together	Lo					Hi				
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.”

2018/19 workshop dates

Wednesdays, 9.30am-4.30pm

- 7th November 2018
- 5th December 2018
- 9th January 2019
- 6th February 2019
- 6th March 2019
- 3rd April 2019
- 1st May 2019
- 5th June 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

Developing leaders of social change

For more information or to book a place email robert@peoplepurposeplanning.co.uk