

## Aintree Leadership Development programme

Evaluation report for all three cohorts after completing the full programme

Cohort	Delivery	Faculty	Number of completed evaluation forms: days 1 & 2	Number of completed evaluation forms: final day
1	16 – 17 July & 20 Sept 2018	Ian Huntley and Gordon Coutts	11	10
2	19 – 20 July & 6 Sept 2018	Ian Huntley and Yogi Amin	9	8
3	12 – 13 Sept & 29 Nov 2018	Ian Huntley and Gordon Coutts	17	15
<b>TOTAL</b>			<b>37</b>	<b>33</b>

The cohort was asked to complete an evaluation form at the end of day 2 and the end of day 3.

### Roles of attendees

Day 1 & 2:

Cohort	Consultant	Senior Nurse	Senior Manager	Senior Allied Health Professional	Other	Total
1	6	4	1			11
2	4	3	1		1	9
3	12	3		2		17
<b>TOTAL</b>	<b>22</b>	<b>10</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>37</b>
<b>%</b>	<b>59%</b>	<b>27%</b>	<b>5%</b>	<b>5%</b>	<b>3%</b>	

Final day:

Cohort	Consultant	Senior Nurse	Senior Manager	Senior Allied Health Professional	Other	Total
1	4	4	1		1	10
2	4	3	1			8
3	13	2		1		16
<b>TOTAL</b>	<b>21</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>34</b>
<b>%</b>	<b>62%</b>	<b>26%</b>	<b>6%</b>	<b>3%</b>	<b>3%</b>	

## Overall learning outcomes

Below is a table which shows the combined results for all three cohorts. All 37 members completed the evaluation on day 2. 33 members completed the evaluation on their final day.

Overall learning outcomes	Day 2					Final day			
	Strongly agree	Agree	Disagree	Strongly disagree	Not answered	Strongly agree	Agree	Disagree	Strongly disagree
The course was relevant to me in my role	73%	27%				79%	21%		
The course was facilitated well	95%	5%				88%	12%		
Programme was well structured	78%	19%			3%	76%	24%		
Objectives of the course were achieved	68%	32%				73%	27%		
As a result of this course I will change my behaviour	65%	32%			3%	61%	39%		
As a result of this course I feel more confident in making changes in my organization	54%	41%	3%		3%	67%	33%		

The table below shows the results for cohort 1:

Overall learning outcomes	17 July 2018				20 September 2018			
	Strongly agree	Agree	Disagree	Strongly disagree	Strongly agree	Agree	Disagree	Strongly disagree
The course was relevant to me in my role	73%	27%			80%	20%		
The course was facilitated well	91%	9%			100%			
Programme was well structured*	82%	9%			80%	20%		
Objectives of the course were achieved	73%	27%			80%	20%		
As a result of this course I will change my behaviour	82%	18%			80%	20%		
As a result of this course I feel more confident in making changes in my organization	64%	36%			70%	30%		

\*17 July – 9% did not answer

The table below shows the results for cohort 2:

Overall learning outcomes	20 July 2018				6 September 2018			
	Strongly agree	Agree	Disagree	Strongly disagree	Strongly agree	Agree	Disagree	Strongly disagree
The course was relevant to me in my role	78%	22%			75%	25%		
The course was facilitated well	89%	11%			100%			
Programme was well structured	89%	11%			100%			
Objectives of the course were achieved	67%	33%			88%	13%		
As a result of this course I will change my behaviour	56%	44%			75%	25%		
As a result of this course I feel more confident in making changes in my organization	44%	44%	11%		75%	25%		

The table below shows the results for cohort 3:

Overall learning outcomes	13 September 2018					29 November 2018			
	Strongly agree	Agree	Disagree	Strongly disagree	Not answered	Strongly agree	Agree	Disagree	Strongly disagree
The course was relevant to me in my role	71%	29%				80%	20%		
The course was facilitated well	100%					73%	27%		
Programme was well structured	71%	29%				60%	40%		
Objectives of the course were achieved	65%	35%				60%	40%		
As a result of this course I will change my behaviour	59%	35%			6%	40%	60%		
As a result of this course I feel more confident in making changes in my organization	53%	41%			6%	60%	40%		

#### Overall how have you found the programme:

- Probably three items of learning that I have employed in real life.
- Very engaging
- Very useful and well needed time out
- Very informative/beneficial. Able to use the skills learnt for future development
- Useful. Thought provoking.

- Excellent. Would highly recommend to colleagues.
- I have found this enlightening and has given me a new structured way of leadership
- Excellent – I came as a sceptic and ended converted
- Good but a bit difficult having to look at my own reactions
- Good insight into leadership and my own leadership skills
- So good to be able to take time out. I know this involved support from my manager but also allowing myself the time.
- Very enjoyable compared to other leadership courses
- Excellent. Really enjoyed it. Far different to expectations
- Extremely helpful and enjoyable
- Useful; challenge to implement in NHS though
- Enlightening
- Interesting. Thought provoking
- Useful time to reflect/discuss
- It has been useful. Good introduction to leadership and management

If you were to share your experience of these two days with a colleague you respected, how would you describe it:

- Gives you insight into how you come across, your strengths and weaknesses
- Learning without knowing you're learning
- Intense, challenging, rewarding
- It provided a very practical insight in my leadership and developing it
- Useful. Enlightening. Empowering.
- A must do – have already sent some of my staff
- Beneficial. Makes you think. Enlightening.
- Fresh approach to leadership
- Challenging but go for it and be open.
- Good opportunity to network, explore your own leadership and learn about the organisation.
- Thinking outside the box
- Enjoyed it more once I got to know people and felt more comfortable
- Good general introduction to leadership
- Useful time to reflect about your abilities.
- Useful to do in early years of a doctor/consultant
- Insight into how leadership can improve with the right drive and passion
- Excellent, refreshing, informative
- Interactive
- Everyone should do it!
- Help support your development as a leader
- That it provided an opportunity for constructive reflection on my current leadership
- Very informative/challenging – worth attending
- Excellent opportunity – not to be wasted
- An excellent experience with a number of learning outcomes
- Gives you insight into your own strengths and weaknesses.
- A chance to explore leadership skills in a non-threatening environment
- Challenging but worth it
- Surprisingly refreshing for a management course. Makes you reflect on the impact you can have
- A must do course
- Skills that will improve your overall outlook on the way we interact and lead