

MSB group Senior Staff Development College

Module 1 evaluation report

Cohort	Date of delivery	Faculty	Number of attendees	Number of completed pre-course evaluation from	Number of completed post-course evaluation forms
1	26-27 Sept 2018	David Lilley, Cath Davies & Michael Moriarty	14	9	14
2	10-11 Oct 2018	David Lilley, Cath Davies & Adrian Cassar	12	9	12
3	16-17 Oct 2018	David Lilley, Gordon Coutts & Michael Moriarty	11	11	11
4	30-31 Oct 2018	David Lilley, Gordon Coutts & Adrian Cassar	17	12	16
TOTAL			54	41	53

Pre-course evaluation

The members were asked to complete a pre-course evaluation form prior to the module. They were asked to rate how confident they considered themselves relating to specific statements.

The table below shows the combined results for all the cohorts; 41 out of 54 members completed the pre-course evaluation form.

How confident do you consider your abilities to:	Very confident	Confident	Uncertain	Not confident	Not confident at all	Not answered
Understand your personal leadership context and challenges within the healthcare system	7%	61%	32%			
Be aware of personal values, principles and assumptions	2%	80%	15%	2%		
Notice how you manage your behaviour in group situations	2%	49%	39%	10%		
Understand how personal traits can influence performance of self and team		63%	29%	7%		
Use reflective practice	2%	63%	17%	17%		

The table below shows the results for cohort 1; nine members returned their pre-course evaluation:

How confident do you consider your abilities to:	Very confident	Confident	Uncertain	Not confident	Not confident at all	Not answered
Understand your personal leadership context and challenges within the healthcare system	11%	67%	22%			
Be aware of personal values, principles and assumptions		78%	11%	11%		
Notice how you manage your behaviour in group situations	11%	33%	33%	22%		
Understand how personal traits can influence performance of self and team		56%	22%	22%		
Use reflective practice	11%	56%	33%			

The table below shows the results for cohort 2; nine members returned their pre-course evaluation:

How confident do you consider your abilities to:	Very confident	Confident	Uncertain	Not confident	Not confident at all	Not answered
Understand your personal leadership context and challenges within the healthcare system	11%	67%	22%			
Be aware of personal values, principles and assumptions		89%	11%			
Notice how you manage your behaviour in group situations		67%	22%	11%		
Understand how personal traits can influence performance of self and team		67%	33%			
Use reflective practice		67%	11%	22%		

The table below shows the results for cohort 3; 11 members returned their pre-course evaluation:

How confident do you consider your abilities to:	Very confident	Confident	Uncertain	Not confident	Not confident at all	Not answered
Understand your personal leadership context and challenges within the healthcare system		55%	45%			
Be aware of personal values, principles and assumptions		82%	18%			
Notice how you manage your behaviour in group situations		27%	64%	9%		
Understand how personal traits can influence performance of self and team		64%	36%			
Use reflective practice		36%	27%	36%		

The table below shows the results for cohort 4; 12 members returned their pre-course evaluation:

How confident do you consider your abilities to:	Very confident	Confident	Uncertain	Not confident	Not confident at all	Not answered
Understand your personal leadership context and challenges within the healthcare system	8%	58%	33%			
Be aware of personal values, principles and assumptions	8%	75%	17%			
Notice how you manage your behaviour in group situations		67%	33%			
Understand how personal traits can influence performance of self and team		67%	25%	8%		
Use reflective practice		92%		8%		

Post course evaluation

The post course evaluation form asked the participants to rate the statements relating to their experience of attending Module 1 of the programme.

Below is a table which shows the combined results for all cohorts; 53 of the 54 members who attended completed their post course evaluation form.

Statement	Strongly agree	Agree	Disagree	Strongly disagree	Not answered	Not applicable
I enjoyed the programme	72%	28%				
I felt the facilitator was knowledgeable about the subject matter	92%	8%				
I felt the programme exercises were valuable learning experiences	79%	21%				
I was satisfied with the programme materials available	47%	43%	2%		6%	2%

The table below shows the results for cohort 1; 14 members returned their post course evaluation:

Statement	Strongly agree	Agree	Disagree	Strongly disagree	Not answered	Not applicable
I enjoyed the programme	71%	29%				
I felt the facilitator was knowledgeable about the subject matter	86%	14%				
I felt the programme exercises were valuable learning experiences	86%	14%				
I was satisfied with the programme materials available	43%	43%	7%			7%

The table below shows the results for cohort 2; 12 members returned their post course evaluation:

Statement	Strongly agree	Agree	Disagree	Strongly disagree	Not answered	Not applicable
I enjoyed the programme	75%	25%				
I felt the facilitator was knowledgeable about the subject matter	92%	8%				
I felt the programme exercises were valuable learning experiences	75%	25%				
I was satisfied with the programme materials available	75%	25%				

The table below shows the results for cohort 3; 11 members returned their post course evaluation:

Statement	Strongly agree	Agree	Disagree	Strongly disagree	Not answered	Not applicable
I enjoyed the programme	82%	18%				
I felt the facilitator was knowledgeable about the subject matter	100%					
I felt the programme exercises were valuable learning experiences	82%	18%				
I was satisfied with the programme materials available	27%	55%			18%	

The table below shows the results for cohort 4; 16 members returned their post course evaluation:

Statement	Strongly agree	Agree	Disagree	Strongly disagree	Not answered	Not applicable
I enjoyed the programme	63%	38%				
I felt the facilitator was knowledgeable about the subject matter	94%	6%				
I felt the programme exercises were valuable learning experiences	75%	25%				
I was satisfied with the programme materials available	44%	50%			6%	

The members also had the opportunity to make comments on each of the statements. The following are the comments provided.

I enjoyed the programme

Cohort 1
<ul style="list-style-type: none"> - This is very important and much needed across all levels of the organisation - Elements made me feel very uncomfortable and unnatural - Well-constructed programme with good mix of listening and activities - I had high hopes for the course, but it was different from my expectations. However, despite feeling out of my comfort zone the tasks, camaraderie and experience was worth while - I enjoyed the method of delivery and the reactive nature of the sessions - So welcome to have time-out to consider why and how to make things better - Not had any revelations or "light bulb" moments but really enjoyed the group dynamics - Experiential learning was excellent - Great balance, little powerpoint which was a relief, great reflection using videos. - Challenging. Provoking. - Loved the learning/presentations. "Agree" rather than "Strongly Agree" as took me out of my comfort zone which it was designed to do

Cohort 2

- Very much and especially the relationships I've started to develop.
- Simplicity of the messages and working with MSB colleagues by positive (check with Mansi if correct)
- Immensely – by far the most important course I've been on
- Valuable reflection space. Succinct content
- Was very anxious about it but group size and facilitators made it really enjoyable
- At times uncomfortable
- Out of my comfort zone but surprisingly enjoyable

Cohort 3

- The opportunity to be on the other side of the table has been excellent
- Uncomfortable enjoyment. A great syndicate group and saw some inspirational leadership skills
- Great content but I was not comfortable at times which I guess was the point
- I have found this emotionally challenging – which was good and much needed.
- Relevant and good blend of theory and activity
- I thoroughly enjoyed the two days. Learnt a huge amount about leadership that I haven't heard before and learnt more about myself.
- Particularly enjoyed the 30 challenge and the minefield one.
- I really liked the amount of time spent on doing exercises and the reflecting
- I was not sure what I was going into but thoroughly enjoyed it
- I learnt a lot about myself and it's rare to have time to do that
- Challenging but very worthwhile

Cohort 4

- Small syndicates were more effective
-interactions..... – well facilitated
- Timely 2 days to re-energise myself and focus on the importance of leadership and my own leadership
- The facilitator made the exercises enjoyable and fun despite being videoed
- Very thought provoking
- This course was fabulous. No boring moments. Pitched appropriately and really well facilitated.
- The programme was enjoyable, thought provoking and challenging
- The 2nd day was more enjoyable than the first, mainly because personal anxiety levels were reduced
- A mature interesting set of..... seen
- After initial scepticism
-

I felt the facilitator was knowledgeable about the subject matter

Cohort 1

- All the facilitators seemed knowledgeable and were able to effectively draw out learning
- They were all nice, friendly and confidence inspiring
- I enjoyed the facilitators had real life, relevant examples which further explained the content
- Great and level professional insight
- Very knowledgeable and responded well to questions, great use of real examples
- Very knowledgeable and great approach - challenge but supportive

Cohort 2

- Cath - very interesting insights
- Excellent approach and supportive and challenging
- Yes, absolutely and I hope our learning with them doesn't stop here and many others have this opportunity
- Very effective
- Very hard to condense down a vast subjects....great skill
- Really clear and useful practical insights

Cohort 3

- Michael challenged us (me) effectively with sensitivity. Some people felt uncomfortable but I sense that it was needed
- Well instructed programme with appropriate level of analysis
- Excellent facilitator Michael
- Really good presentations – thought provoking
- Demonstrated in questioning and insightful assumptions and providing constructive feedback
- David and Gordon were very knowledgeable and appropriately challenging whilst at the same time being encouraging and supportive
- Really calm and guided us well
- Michael was excellent. Challenged me which was uncomfortable but in a way beneficial
- Really encouraging
- We had our moments but very strong and supportive facilitator

Cohort 4

- Wealth of experience in this area with relevant NHS experience
- Excellent level of facilitation, linking theory to practice and session to session
- Gordon was very good at relating aspects of the exercises that had been recorded to either learning points or areas for reflection
- Very knowledgeable and facilitated well. I would perhaps appreciated feedback on where I need to improve
- All facilitators v. knowledgeable and approachable. Gordon was great syndicate facilitator. Enjoyed his directness!
- The team all had great knowledge and theory
- Adrian and David were outstanding. Charlie was crisp/effective. Did not interact much with others
- Really very good
- Excellent facilitation by Gordon

I felt the programme exercises were valuable learning experiences

Cohort 1

- Exercises were well facilitated
- I felt I learnt not only the obvious lessons, but a lot about myself and a lot relevant to my role and issues
- I enjoyed the different ways that learning experiences were delivered
- Pushed the comfort zone, so valuable
- Although the feedback process was valuable I would have liked facilitator feedback
- Allowed us to test theory and practice in a safe environment; also with challenge and thought provocation
- Absolutely valuable
- Yes

Cohort 2

- Day 2 exercises were more beneficial
- Feedback even more valuable
- A very personal and emotional experience which I won't forget.
- Challenging and good
- Positively challenging – but we got through.
- Very – guidance through the exercises as to observations, judgement, etc. very useful

Cohort 3

- Yes, the opportunity to make mistakes was invaluable
- Day 2 more challenging and insightful. Maybe because we got things wrong!
- Useful to reflect on my and others participation and the reason for this
- Good balance of challenge, support and guidance
- The exercises were useful and enjoyable – thought provoking
- Yes, although I felt we kept running out of time and did not review much of the playback videos
- I loved that they made it real as it is how I like to learn
- And fun!

Cohort 4

- Videoing is useful to see oneself and one's interactions
- Good to be challenged – outside normal comfort zone
- Enabled excellent reflection
- Really good exercises – lots of self-reflection and time to observe
- The exercises were valuable and enjoyable and built to the final activity of day 2
- Very helpful

What were the highlights of the programme

Cohort 1

- The syndicate exercises. The feedback to individual members of the syndicate
- Networking. Learning
- Watching back the video although I was worried about this before the course. Very powerful way to learn
- Fun tasks. Critical feedback unusual but ultimately positive
- Not relying on lazy personality scoring and metrics, e.g. Myers Briggs, etc. The "Directors" styles and assumed authority
- Valuable peer feedback
- Meeting colleagues from across the MSB
- Being videoed and observing the feedback
- Reflection using videos, real time personal development and testing
- Feedback session from the team
- Networking
- Power of openness
- Feedback session at end. Timeout to really reflect on own leadership style. Reflective practice

Cohort 2

- Subgroup interactions
- The feedback sessions were immensely helpful
- All of it. So useful to immerse yourselves in real-life exercises. Thank you 😊 P.S I **AM** a leader!
- Hardwork but powerful. Break out group very insightful
- Very fulfilling, meeting new colleagues
- Feedback session
- Enjoyed 2nd day more. Feedback on 2nd day I can take with me and work on.
- Absolutely fascinating. Engaging team and subject matter. I was not sure what to expect prior to the course and came with a very open mind
- Minefield and other exercise
- Everything – not so keen on silence!

Cohort 3

- Working on the wicked problem
- Exciting sessions and the great trust that developed in our group
- The practical exercises. Working with others from Southend Hospital and building stronger relationships
- Working with new people, seeing things and myself from a different perspective
- Group work together and sharing insight and feedback
- Exercises were fun but also useful. Theory was helpful but majority learning from facilitators and getting to know colleagues were the highlights
- Building relationships in the syndicate, having “time out” from stressful jobs, getting feedback from others
- The groups sizes in cohorts were just right
- Working alongside people who I thought I knew, but I really didn’t
- Getting to know a new team in a safe environment. Time to think
- I enjoyed the group exercises, bonding with my group, and although challenging, receiving feedback

Cohort 4

- Small group exercises
- Being made to observe myself from the other side and to set some future goals
- Content. Team work. Facilitation. Meeting colleagues from MSB
- All of the exercises were very well run. I was very unsure of the programme beforehand but would definitely recommend it
- Feedback at the end
- Learning from others in my syndicate. Witnessing the impact of others behaviour on the group in a positive way
- Our syndicate group really jelled and were supportive and positively challenging. The physical tasks
- Working with colleagues, peers from different disciplines and organisations
- Feedback session from syndicate group to allow further development
- Meeting colleagues from other MSB sites
- Videos
- The end of the day “eulogy” session
- Found video replay informative and insightful about own behaviours
- Each of the video reflective sessions were very useful and very powerful
- Working with a group that became closer as we worked together
- Really enjoyed the two days. Hard work! Group work – honesty and support.