

Post Programme Evaluation Summary

Specific changes that participants demonstrated and later told us about in a detailed post programme evaluation survey included. . .

1. Demonstrating higher levels of challenge to get the very best end result.
2. Constructively challenging and contributing to improve the way things are done.
3. Letting things go and delegating.
4. Increased levels of confidence in expressing views and having robust debate.
5. Communicating more frequently and face to face.
6. Encouraging greater involvement of others in decision making.
7. More feedback to course correct.
8. More coaching and less directing.
9. More structure and shared purpose in meetings – making for a better use of time.
10. Having tough conversations around poor performance.
11. Setting clearer goals with staff and having regular conversations to review them.
12. Managing emotional responses better i.e. holding onto frustrations etc.
13. Not reverting to critical parent or rescuing as soon as something goes wrong.
14. Noticing personal impact and stopping in tracks when things are not working.
15. Better use of time -stopping doing the things that don't add value.
16. Building in time to stop, reflect, think and review.
17. Building in time for teams to look at and action things which can be done better or differently.
18. Better levels of forward planning and not taking things to the wire every time!

Sample size – 444 participants

Evaluation: Staffordshire Plus