

Evaluation 2012 Leadership Institute - Mentor Responses

1. What did you think of the invitation process?

Not enough info up front - 0

Fine - 6

Too much pressure - 9

Comments:

- I was looking for the opportunity to go, and was very grateful when the invitation came.

Suggestions for Improvement

- None.
- I was nervous about not having enough experience. I wonder if this role might be called "peer mentor" in the future. I loved that we were all pas LI graduates.

2. Please rate to what degree communications from MPLA were helpful and timely regarding:

Travel Arrangements

Strongly Agree - 5

Agree - 1

Disagree - 0

Strongly Disagree - 0

Expectations of your Mentor Role

Strongly Agree - 5

Agree - 1

Disagree - 0

Strongly Disagree - 0

YMCA of the Rockies Info (Facilities, Accommodations, Meal Plan, Elevation, Weather, etc)

Strongly Agree - 5

Agree - 1

Disagree - 0

Strongly Disagree - 0

Institute Schedule and Pace

Strongly Agree 6

Agree - 0

Disagree - 0

Strongly Disagree - 0

Comments:

- Everything was fantastic!
- Overall, very positive from the get-go.
- Couldn't have been better.

Suggestions for Improvement

- At first I thought the mentors having our own rooms was an unnecessary luxury, but after the first day I realized how busy we were and how demanding the interactions were especially in the on-one sessions. Having a single room was not a luxury, it really became a necessity to be ready for the next day.

3. The meals, accommodations, and arrangements at YMCA of the Rockies were excellent given the purpose of the Institute

Strongly Agree - 5
Agree - 1
Disagree - 0
Strongly Disagree - 0

Comments:

- Great!

4. The facilitator was well-prepared, provided quality instruction and guidance, and was a library leadership role model.

Strongly Agree 6
Agree - 0
Disagree - 0
Strongly Disagree - 0

Comments:

- Maureen is fabulous!
- Maureen was even better the second time around

5. The Mentors were key participants, providing a range of library experience and making the Leadership Institute more valuable.

Strongly Agree - 4
Agree - 2
Disagree - 0
Strongly Disagree - 0

Comments:

- Loved my colleagues. Amazing and fun.

6. The curriculum and agenda were appropriate

Strongly Agree - 5
Agree - 1
Disagree - 0
Strongly Disagree - 0

Comments:

- Just what people needed. This group was pretty sophisticated, and the tone of the Institute was tailored to their needs, I felt.

7. The learning materials provided were appropriate and worth having.

Strongly Agree - 5

Agree - 1

Disagree - 0

Strongly Disagree - 0

Comments:

- Good stuff, as always. Judy's compilation of the flip chart notes was especially helpful.

8. The length of the Institute was

Too long - 0

Just right - 6

Not long enough - 0

Comments:

- I was tired at the end, but in a good way.

9. The number and diversity of participants was

Strongly Agree -6

Agree -0

Disagree - 0

Strongly Disagree - 0

10. What is your opinion of the following Institute 'norms'

Participants rooming together

Important to the Institute Experience - 5

No Opinion - 1

Detracted from the institute Experience - 0

Eating meals together

Important to the Institute Experience - 6

No Opinion - 0

Detracted from the institute Experience - 0

Post-Maureen activities

Important to the Institute Experience - 5

No Opinion - 1

Detracted from the institute Experience - 0

Comments:

- Overall I was impressed by the camaraderie that developed so quickly, and by the trust that people had with each other inside and outside of the classroom.

11. What is your opinion of activities added this year?

Sponsor (Innovative Interfaces) Focus Groups/Interaction with participants

Important to the Institute Experience - 3

No Opinion - 3

Detracted from the institute Experience - 0

Reception with the MPLA Board

Important to the Institute Experience - 5

No Opinion - 1

Detracted from the institute Experience - 0

Comments:

- Both of these were very important and very significant additions; but especially the reception with the MPLA Board. I highly recommend this practice to continue - probably should have done this all along!
- Was not able to attend a sponsor focus group due to competing appointments. My one-on-one sessions were all extremely interesting and valuable (at least to me).
- Having the MPLA board wrap things up was lay great and important

Suggestions for Improvement

- I don't really have any suggestions for improvement.

12. Please comment on the Mentor representation (too many, not enough; expertise: too varied/not varied enough; etc)

- I enjoyed the mentor experience.
- I think it was all good.
- Seemed to be a good mix
- Right amount, in my opinion.
- Having 6 people in this role may be one or two too many. The variation was good.

13. Please comment on your understanding and overall preparation for the roles you actually played at the Institute. (Did you have enough information, the right information, early enough to be comfortable going in?) Suggestions...

- I felt very prepared.
- I think I did; and I appreciate especially that we could be flexible during the week of the Institute.
- Comfortable with all of it
- The phone conferences were valuable and provided just enough structure. My expectations were aligned with what occurred at the Institute.

14. Please comment on the Mentor presentations. (Assigned topics, suggestions for topics, value to the participant experience, etc.)

- Very good!
- I think they were helpful.
- All the mentors' presentations appeared to be well received
- I enjoyed the variety and "personality" of every presentation.

15. Please comment on the one-on-one mentoring. (Usefulness, appointments, informal discussions, etc.)

- Enjoyable and useful.
- A very important piece.
- Good chance for participants to express themselves more fully and confidentially than in the larger group setting.
- I got a lot out of them.
- I wasn't sure what to expect with these, and I don't know how helpful I was. I was very impressed with all of the participants I spoke with. The schedule was tough at times as the discussions usually went over the 30 minutes. It was also difficult at times around meals, having to scarf down food before the next session started.

16. Please comment on the facilitated discussions leading up to the final evening presentations.

- Fantastic.
- Good, solid part of the event.
- Cathartic!
- I had a great time learning.
- I thought the discussion was good, but again, I'm not sure how helpful I was. I was surprised that the group was so engaged for so long when the alternative was 'free' time. At first, it was a little difficult to transition from discussing a serious issue to representing that issue in a non-serious way; but it was amazing to see. Lots of laughter, creativity, and good information!

17. Any other comments/suggestions?

- Continue this valuable program!

18. The overall cost (travel and Institute fee) for participants is

Too expensive - 0

About right - 3

A bargain (you could charge more) - 3

Comments:

- I was surprised at how affordable it was.

19. The value of the Leadership Institute as personal and/or professional development is

Excellent - 6

Okay - 0

Not so much - 0

Comments:

- I've attending many conferences and workshops and this far exceeds them all.
- I'm a believer. I have drunk the Kool-Aid.

20. What does the Leadership Institute Mentor Experience mean to you?

- It is a great chance to share experience and professional insight.
- Pivotal professionally, and even in my personal life.
- An intense experience; opportunity for serious self-reflection; a joy to see the enthusiasm and commitment of our future leaders!
- It means that I have a cadre of professional colleagues across the country whom I can call upon for advice, counsel, commiseration, or kudos. These are relationships that will last a lifetime for me.
- Experiencing the Institute as a Mentor was an excellent reality check on how my perspective changed since being a participant. I didn't realize how much I would get out of it, and helping the participants along with their own initial experience was definitely worth it.
- Such an amazing experience. The one-on-one aspects I found personally very valuable. And it is a really important time/opportunity for me to revisit leadership issues. I would like to wish the mentor experience for all past LI graduates. Being a mentor was such a privilege I want to be able to share it with others, and for that reason think people should only mentor once. The joy should be spread about!

21 . Do you have any other comments or suggestions to improve future MPLA Leadership Institutes?

- Continue with the same format. It's dynamic!
- There might be some question as to the selection process of the participants: is it really just left-up to the State Reps to determine who attends from their state - what are the exact, consistent criteria?
- Mainly, thanks for the opportunity to attend!
- Discuss whether the participant mix should continue to include those near or within a few years of retirement. It might be better to give preference to those with more years of library leadership ahead of them - both for the individuals and for their contributions to the group.
- Please keep it going! In spite of the economic challenges, we have to make time and space for this kind of learning in our professional lives.