

Participant feedback.

The Leadership Grid[®] Program

Following completion of the seminar, participants complete a session critique. Participants critique the seminar on a scale of 1 through 9.

a. How would you rate the learning experience?

Fully rewarding. 9 8 7 6 5 4 3 2 1 Totally unrewarding.

Result = 8.5 (94%)

b. To what extent were the seminar goals achieved?

Complete and total. 9 8 7 6 5 4 3 2 1 Totally incomplete.

Result = 8.3 (92%)

c. How effective do you expect the seminar will be in producing greater levels of productivity (either on an individual or team basis)?

Totally effective. 9 8 7 6 5 4 3 2 1 Totally ineffective.

Result = 7.9 (88%)

d. How relevant are the skills learned through the seminar for "back-on-the-job"?

Totally relevant. 9 8 7 6 5 4 3 2 1 Totally irrelevant.

Result = 8.1 (90%)

e. How beneficial do you believe it would be to have all members of a work team complete The Leadership Grid Program?

Totally beneficial. 9 8 7 6 5 4 3 2 1 Totally non-beneficial.

Result = 8.4 (93%)

f. Would you recommend this program to others?

Yes 99.8%

What does it mean?

40 Years of Development.

Since 1961, when Grid was introduced to industry, the importance of relevant and sustained learning has been at the heart of ongoing development.

Over the past 40 years, 3 million leaders, managers and employees have participated in Grid's development programs. Post-seminar assessment is the best measure of our success.

a. Learning.

Participant satisfaction and perception of value is prerequisite to high impact training.

b. Goals Achieved.

The degree to which learning objectives are met is central to measuring effectiveness. (See seminar goals)

c. Impact.

What training is really all about.

d. Applicability.

Participants learn to resolve conflict, reach consensus, use candour and employ critique.

e. Team benefit.

A keen appreciation of the potential for team synergy is a natural outcome of the program.

f. Highly recommended... by 99.8% of participants.

The Grid Learning Experience.

Grid training does not rely on lectures, motivational speeches or "physical" activities. Success is due to our unique "team-instrumented learning" wherein participants learn through the use and practice of proven skills and tools. This is high impact learning that lasts.

"I'm amazed, this is the most useful leadership development seminar I've found in 24 years."

James R. Tobin
President and CEO, Biogen

"Grid is much more than a course or a training program—it's a life changing experience in a way never experienced with any previous effort or initiative. It has enlightened me to the point that I can claim today that I am a better leader, husband, and father."

Phillippe Tafelmacher
Managing Director
Tetra Pak South Africa

"Unbelievable! I have never before experienced such an intense and productive learning experience."

Peter Federko
CEO
Saskatchewan WCB

Seminar Goals

Deepening Personal Awareness

- Use the Grid framework to define sound and unsound behaviour.
- Develop an objective understanding of how you impact others.
- Generate personal commitment based on genuine consensus.
- Use critique to inspire involvement, creativity and commitment to producing synergy.

Implementing Change

- Overcome the doubt and fear of change.
- Define a strategy for personal change.
- Create norms that motivate and inspire excellence.
- Use critique to achieve continuous improvement and measurement.

Managing Conflict

- Approach conflict as a source of productive energy.
- Use candour to strengthen the quality of conflict resolution.
- Shift focus of conflict resolution from who's right to what's right.
- Use critique to build mutual trust and respect.

Creating Vision

- Build a foundation of values to support vision.
- Use vision to strengthen personal and team commitment.
- Align personal vision with team and organization visions.
- Use critique to maintain a clear and meaningful vision.