

Leading from the Middle: A Proven Model for Building Measurable Leadership

Respondents: 30

	Average	5 - Strongly Agree	4 - Somewhat Agree	3 - Neither Agree Nor Disagree	2 - Somewhat Disagree	1 - Strongly Disagree
Indicate your level of agreement with the following statement: Overall, this session met my educational needs.	4.73	24	4	2	0	0
Indicate your level of agreement with the following statement: There was enough time spent on the subject matter.	4.73	23	6	1	0	0
Indicate your level of agreement with the following statement: The speakers were informative and kept my attention.	4.70	23	6	0	1	0

	Average	5 - Excellent	4 - Very Good	3 - Good	2 - Fair	1 - Poor
Rate the extent to which the course met the learning objective: Explain how a structured, data-informed approach to leadership development strengthens engagement, accountability, and retention.	4.53	22	3	4	1	0
Rate the extent to which the course met the learning objective: Identify the core principles, tools, and measurement methods that made GCC LEADS scalable and sustainable across programs.	4.50	21	4	4	1	0

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Rate the extent to which the course met the learning objective: Apply a readiness self-assessment to identify next steps for building and measuring leadership culture within the participant's Center.	4.57	22	4	3	1	0
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	Average	5 - Excellent	4 - Very Good	3 - Good	2 - Fair	1 - Poor
Rate the presenter's competence and effectiveness: Felicia Jeffery	4.63	23	3	4	0	0
Rate the presenter's competence and effectiveness: Devon Stanley	4.40	20	4	4	2	0
Rate the presenter's competence and effectiveness: Amanda Groller	4.53	20	6	4	0	0

Please describe how your knowledge has changed regarding the learning objectives listed.
Putting behavioral definition to leadership expectations
Leadership being measurable and developed intentionally
Made me realize importance of developing leaders
Leadership rewrites history
I will incorporate measurements for leadership in my role.
Clarity and consistency with Leadership
no change
Leadership is driven by design. It needs to be intentional and ongoing.
Looking at leadership roles differently to make changes in workplace
I gained knowledge of the core principles, tools, and measurement methods to leadership.
The importance of behavioral change and how starts with middle management and supporting the middle to create a company where we continue to focus on skills based learning and recognize where we need to focus on our own employee retention methods. Thank you Gulf Coast Center!
Love the surveys that they shared.
It was good to see how others are able to implement consistency amongst leadership groups
I learned that middle leaders can affect change. I also learned about the 4 design principles that can guide ones approach
Checklist was nice
None
Things to think about for our own agency

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I am well informed on leadership structure and how to incorporate what I've learned I will be able to implement the skills to become a better leader moving forward.
Provided a different perspective and approach to consider.
Excellent information and resources for supporting middle leadership
new ways to lead
increased
I was able to learn something new
Pertains to my leadership development
The amusement was pretty good

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Ensure consistency in leadership expectations and behaviors
Evaluate where we are and develop a program
Lead from the middle
Increasing consistency by having monthly training with other middle managers
Adequate leadership skills
none
Develop leadership measures.
See how we can incorporate this into our leadership training
I would implement survey to receive feedback from direct reports.
Yes, eager to take this back and discuss with my own leadership
I will use it with staff.
Hopefully being able to find some way to meet with leaders to be able to build constancy in expectations and get guidance across the organization
Work to change the culture in my unit to help others see a change in their work experience.
Checklist
None
Try to implement some of the skills learning for our middle managers. Look into the consulting company
Holding space and constructive feedback as well as better communication between leadership staff
Survey with workforce.
I look forward to taking these ideas back to my center
middle leadership
I haven't decided yet
Peer to peer idea was one I want to bring back to my organization
Listening before telling.
Minimal

What topics would you like to see presented at future activities?
More leadership
More peer leadership
Topics with relatable data
How to balance a to-do list with a wide range of tasks well.
Understanding Dual Recovery
More how to guidance
Mirror the model to improve the management and care of my team.
more of topics or sessions like this one today

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You guys are knocking it out of the park!!
Not sure at this time
More peer support oriented sessions not just aimed at current peer specialists but to also education other providers about peer services and what we can do not only for clients but for continuity of care within the care team and supporting other care team members while helping the client.
How ROI is best measured in LMHAs via supervisor performance.
None at this time.
more leadership
No suggestions
Medical Director Development
Undecided

Other Comments (Optional)
Great presentation!
Wish there were more practical skills provided on how to build up middle management
Helpful information and great presentation overall.
Good presentation
Was wonderful!
There was a significant amount of time given to discuss with your team how this would be implemented, but I was not there with my team so this was to me too long of a time that was essentially wasted