Women in Leadership Day 2014
Leading From a Place of Knowing

Evaluation Report
Thank you for your participation

Thanks for participating in Women in Leadership Day 2014 and helping to make it a great success.

A special thanks to the organising committee who dedicate time and resources to provide this leadership development for other women.

Special thanks also to all the speakers and workshop facilitators who generously shared their expertise and knowledge with the rest of us.

Around 300 people attended Women in Leadership Day this year and you will see from the following evaluation results that it was a valuable and enjoyable day.

Thanks also for taking the time to fill out the evaluation form. Your comments are appreciated and will be taken into account in our planning and delivery of the Women in Leadership day 2015. See you there!
Thanks to our speakers

Professor Linda Smith, Chair, PVC Maori, University of Waikato

Professor Lynda Johnston, Chair, University of Waikato

Paula Southgate, Chair Waikato Regional Council: key note speaker

Cheri Waititi, University of Waikato

Sue Kohn-Taylor, Personal Development Coach

Lousie Tainui, University of Waikato

Dr Tracy Bowell, University of Waikato

Anna Bounds, AVC (Ops), University of Waikato

Professor Kay Weaver, PVC Post Graduate, University of Waikato

Associate Professor Niki Harre, University of Auckland
Evaluation results (2013 results are also provided as a comparison)

I ALSO ATTENDED WIL DAY IN...

Women in Leadership Day is a key part of my professional development

Strongly disagree  Strongly agree
Attending Women in Leadership Day gave me a better understanding about leadership

Attending women in Leadership Day motivates me to progress my career
Presentations were....

- Relevant to my career
- Inspirational
- Motivating
- Gave me a new perspective on leadership
- Other

2014 workshop attendance

- Wheel of Life: knowing balance
- The Creative Self
- The Infinite Game: How to live well together
- Inquiring Responsibly
- Leading with Awareness
99% of survey respondents would like to attend the Women in Leadership Day in 2015
Your comments about the presentations

I particularly enjoyed Paula Southgate who I felt gave a very real and honest story of her leadership development through a stormy political pathway.

I attended the ‘Wheel of Life: Knowing Balance’ and ‘Leading with Awareness’. Both presentations were motivating, interesting and gave me tools which I can continue to use.

I would prefer to hear more of the “journey” stories as I sometimes think the people sponsoring and organising the day are too academic. Perhaps we could mix up some of the presentations by having panels of interesting women bringing different perspectives?

They were great in reinforcing things you might already know and to remind you of things you may have forgotten. Also good to realise that what you are doing (or trying to do) is on the right track. Also good to see some theory/models behind practices. The presenters were all enthusiastic which was great to see and I would hope that they would be approachable should I have further questions/thoughts.

Linda Smith's last presentation - where she wrapped up the day - was incredible. She is a wonderful speaker and she uses humour to highlight gendered inequalities. Paula Southgate was a great keynote. Her talk was relevant and she is committed to social and environmental justice. She was accessible to all staff. Louise Tainui's presentation was moving. It is so important to have Maori women present, particularly at the beginning of the day. The DVC mentioned gender, once, which is better than not at all. I (Lynda) presented and have had good feedback, which is encouraging.

Tracy Bowell was excellent

The workshop I attended was relevant, down-to-earth, and had useful advice about setting goals and taking real action. Great!

The speakers whose stories were interesting and insightful. I came away from the day feeling very positive.

I thought presentations this year were of a very high standard. Lynda Johnston provided a useful potted history of the University in relation to feminism. Paula Southgate generously shared her experiences and knowledge of political life. Linda Smith's insights about the University delegation to the Middle East was entertaining but also instructive in relation to gender politics. These were excellent presentations.

Good self-reflective tools

Due to work commitments, I attended the keynotes and summing up sessions only. The Women in Leadership day is just the kind of impetus we all need at that time of the year

Great range of different leadership stories presented. This was wonderful.

I particularly liked The Creative Self. The facilitator was fun and really encouraged people to share openly about themselves.

I found the workshops to be of more value to personal development rather than career development.

Those of us from our department who attended met with the other staff to give our feedback and it was all positive.

I liked the fact that the presentations represented a diversity of women leaders, not just academics or 'women at the top.' Women can lead from various positions of knowledge, and it was nice to see that reflected. I would have liked to have seen women from a variety of ethnic backgrounds. Part of keeping women's voices in the forefront is respecting the differences in voices. So while we had
many ‘Maori’ and ‘Pakeha’ voices, other women leaders (Asian, Indian, Latin American, etc.) were absent.

Last year I applied some of the points given such as "If you don't feel something is right in the workplace, look to yourself first" I found that indeed much of that feeling was mine to own and mine to improve. I made a plan and have made significant changes to the way I respond to others at work. This has made a significant and positive difference.

Reminded me of the feminine perspective on life/work.

The ‘Wheel of Life: Knowing Balance’ just popped up as I had been thinking about more balance in my life so it was very relevant - more in regards to my personal well-being than to leadership development. But in saying that, perhaps a more balanced life helps to improve leadership qualities and inspire one towards leadership.

The best presentations were those that had a critical perspective of gendered institutions. We have to transform the institution, not transform women to be more like men.

It was a privilege to be involved in this day. I have gained valuable contacts and knowledge that would have otherwise been unknown to me in my current position.

Diverse speakers - leadership can start from your child's kindergartens days.

Good fun and an excellent opportunity for networking.

I think Dr Tracy Bowell's session would be of relevance to all staff, and in particular members of University committees. It didn't have a solely 'women' focus but provided food for thought relevant to all staff, academic and general, men and women. Topics like this that bring work by our academic staff relevant to the workplace and the University community would be great to offer as presentations to all staff throughout the year. We often don't tend to use our expertise for our own benefit.

Be careful around activities - it got awfully loud in the small lecture theatres when people are asked to discuss in groups.

Really enjoyed both presentations/workshops I attended, loved the 'Infinite/finite game' and 'Leading with Awareness' - although the later one would have been better if we had had more time allocated to this one. Great keynote speakers – in fact all the speakers were really good and I was very impressed how candid and sharing speakers were with their personal stuff - very brave and invested - well done and thanks!

I think this was one of the best days I have attended, apart from Helen Clark as the keynote. I thought Paula Southgate was great too.

I really enjoy the individual presentations, particularly the keynote after lunch. I get a lot out of hearing how women make decisions about their careers based on values and how they developed the skills they needs. It is very inspiring.

I liked how some of the sessions in the morning were repeated in the afternoon. I think I would enjoy male presenters too, if they had something to contribute to the discussion of Women in Leadership.

They were very insightful and encouraging.

Great balance of presentations and keynotes were fantastic!

Presentations were also: relevant to my career, inspirational and motivating (ability to select several options would have been helpful!)

Really enjoyed the 'Wheel of Life' session. It was great and very realistic. It allowed me to re-think things which I do and make time for other things.

Really enjoyed them, great that they were interactive, very inspiring and motivating.
What you liked most about the Women in Leadership Day

- The honesty of the presenters
- Listening to the inspirational speeches about women's life and career pathways. Interacting with other women and enjoying their company. Sharing experiences.
- Getting a whole day to focus on my leadership goals and ideals. I like the recycling of the name tag idea, great thinking!
- Very relevant for where I am in my development at present. Much more relevant information this year.
- The supportive environment and hearing interesting speakers
- Networking and comradeship, the laughing and sharing and generosity :)
- It allows you to hear inspirational stories from women and inspires you to take on an extra challenge or two.
- The key note speaker always brings a great external perspective to the day and shows the importance of women in leadership outside of our organisation. It is also great to see and meet an array of people from our partner institutions and other regional businesses. I loved the 'find your person cards' in the bags which helped people mingle during morning tea.
- A chance to get away from the office and reflect on the purpose of our careers.
- It's a day to reflect and be inspired. It's all too easy to get hung up on the daily trivia of life. I enjoy it because it's just a little bit special.
- That it is a day dedicated to career progression as well as work/life balance
- The workshops I attended had excellent presenters and were done with sensitivity & humour.
- Having an opportunity to enjoy time and space with other women in the University and community. The Day has the potential to help grow understandings of what it means for women to lead in social, cultural and political organisations which have long privileged men's ways of thinking and knowing.
- I see other women like myself there. It is encouraging and feels cooperative.
- Their honesty and their generosity, as well as their experiences
- Finding your contact person was an excellent way to engage with other people that you would not normally engage with. It created movement and conversation amongst everyone who participated. Very good new idea. I enjoy the variety of workshops available for people at varying levels of their career and personal development. I like the personalities of all involved in creating this day, they are fun and relaxed and really made the day enjoyable.
- The acknowledgement of the importance of women as leaders
- The chance to network with people I don't usually work closely with
- Meeting other woman who have very different roles to my own
- Inspirational stories and advice from women who have successful careers.
- Getting women together to celebrate what we have achieved and what we can achieve.
- The sense of camaraderie, passion in the speakers. The catering!
- The topics
- The guest speakers Environment, atmosphere and how organised the day was.
- Thoroughly enjoyed all of the day, well planned and workshops and speakers were relevant and inspiring.
Meeting new people from in and outside the University.

Paula Southgate was an incredible keynote speaker and a very inspirational leader. The workshops were great. I attended ‘Leading with Awareness’ and ‘Inquiring Responsibility’ and I feel these both gave me valuable knowledge and skills for my future. The food was also very good.

Meeting new people, networking engaging with different academic institute professionalism presenters engaged organisation of day

Presentations and the inspirational talks. Workshops were really great and useful for professional and personal development

Getting out of the office and listening for the joy of listening and ‘being’

I attend all Women in Leadership days. They are important days in which to make a difference to leadership of the University. Louise Tainui’s presentation was very good. It's vital that we have Maori women speaking at the beginning of the day, in particular, so that we can attract more Maori staff and make the day relevant to them.

Talk from Louise Tainui. The workshop about the ‘Wheel of Life: Knowing Balance’.

I enjoyed the light hearted yet serious moments throughout the day, the variety of subjects on offer and information gained. The day followed the Agenda to a tee, finished on time. I liked a Friday too, finished off the week nicely and had the weekend to really absorb all of the day. The networking opportunities were fantastic and having to find another attendee was a great idea.

I like the format. Works well. I like the sessions that focus on transforming the institution, rather than transforming women to be more like men.

Women running the agenda

How we were able to connect with other people with the connect cards I met some wonderful people during the day

The keynote speakers are always very inspiring

The opportunity to be out of the office for a day and mix with all the amazing women working in the University. I have answered no to attending next year’s day as I will have retired by then, not because I don’t want to attend! Unfortunately I did not make contact with my person on the day but hope to by email.

Listening to a very inspirational group of speakers/presenters and having the opportunity for some additional PD. Getting away from the confines of my office/work environment and meeting new people from around the University as well as catching up with colleagues I don’t often see. Feeling part of the University family.

The genuine sense of camaraderie between the women participating, and making connections across the University with colleagues I may not otherwise meet. I also like that it’s targeted to women, because I think this makes the content of the day more relevant to me.

The opportunity for colleagues from all sectors of the University to meet and talk and connect It reminds us of the values held by the institution and re-reinforces the fact that there are support mechanisms available

Taking a day out to focus on me

Networking and motivational speakers - as well as the great sense of humour of the Chairs. I also liked having an activity to do that encouraged people to approach others

Is a chance to hear some good speakers and their stories; participate in interesting workshops and meet more people from the uni and elsewhere?
I enjoyed the possibility of networking with other women and men. We learn so much from others, if we take the time to listen.

Range of speakers. Good length for sessions. Good networking opportunities

The chance to meet & mingle with many other women. The feeling that the University values us & thinks we are worth spending time/money on in this way. Having time out (while still being paid) to improve ourselves/gain knowledge/network with others/motivate & inspire.

The 'Wheel of Life' workshop

Very inspiring and motivating..... Such an interesting topic

The guest speakers

The overall experience and positive nature of the day :)

The variety of speakers and the length of them was great.

Networking and the workshops and Professor Linda Smith

Chance to interact with women from other parts of the University

Paula Southgate

Taking time out of my busy work schedule to attend something that helps me personally. Talking to other women throughout the day

I liked being able to interact with so many women.

Everything.

The opportunity to meet with other staff for an semi-formal and universally interesting purpose (that is not just social, but has that social component).

It was all really good so hard to say, maybe the interactive workshops - great way to explore and learn.

Meeting other women from around the University and other institutions. Attending the workshops.

Great to meet other people, network, share stories/experiences. I can see that some of the concepts could be brought into the workplace and shared with teams quite easily which would help grow and develop the team. As a newcomer to the Uni, it was great to see the emphasis the Uni puts on personal growth and development. The whole day was run really well and I felt a real sense of excitement and belonging.

Being inspired. Learning about the experience of others and gaining new knowledge.

Women learning and sharing together

The opening sessions.

It was well organised. A great opportunity to take time out to learn and interact with others.

Self-reflection.

Workshops about personal development

Wonderful atmosphere. Great food.

Keynote speaker. Her personal experience is very impressive and very encouraging.

The 'Infinite Game' workshop

Networking opportunities, a place to reflect on my leadership, career progression, to better myself for going forward, and have inspiring women role models around telling their stories and inspiring me to continue growing personally and professionally.

I don't mean to be pessimistic but the food, followed closely by Paula Southgate's speech.

The variety in the speakers and workshops, and the inspiration given.

The speakers, the diversity of subjects and the flexibility to attend all of half of the day.
Interaction and meeting people
The opportunity to meet and network with others, it was great that women from other organisations were able to attend this year.

It was well-organized and had a feeling of inclusiveness. I found the workshop about ‘Knowing Balance’ practical and useful (there were only about 20 in the afternoon session which I liked).
Thank you.

Making new contacts.

Hearing inspirational women’s stories and experiences
The workshops this year were great, could have attended all of them. I liked having enough time to really get involved in the workshop, it isn't much use when there isn't enough time to really discuss the topic. ‘Inquiring Responsibly’ was really useful, be good to have this developed in some way next year. Maybe participants can be asked before attending to bring some issues or incident to work on?

Listening to leading women describe how they got to lead, and how they have been successful in their role, and discussions with other participants about challenges we all face in the workplace. Particularly liked the networking "find this person" card - even though I didn't find my link, I spoke to many more people than usual while I was trying to find her, and had some really interesting conversations.

The learning is important but the collaboration and the chance to meet new peers is one of the better outcomes

The forces on women to stand up and fight for their potential.

The excellent workshops that are relevant and offer an opportunity to engage with a fabulous group of women. I also attended the ‘Leading with Awareness’ workshop, which was really helpful for constructive conversations with my colleagues.

Networking and meeting people from other areas in the University

Seeing our senior leaders in action.

Collegiality with women beyond my Faculty

The great food

Networking, hearing from "real" women surviving in tough jobs, not just those who read a lot of theory about it.

I like being able to network and meet other women who work outside of my area. I thought that having to find a person from the name in the goody bag was a fun way to meet someone, especially if you got someone that you didn't know.

Networking with colleagues

Yes. What I enjoyed was that there was no hierarchical structure to the day. We were all women with the same whanau responsibilities in some cases, from different backgrounds, from different levels in our institutions or places of work. So we were all on one level.

Being surrounded by like-minded women in the modern workplace, a truly rare experience. In this day and age, most of the business world is male dominated and where women still struggle for fair and equal pay.
Thanks to the organising committee
Helen Samujh, Helen McKinnon, Vye Perrone, Rachel McNae, Mike Watson,
Susan Law, Louise Tainui, Marie-Christine Wells, Also thanks to Anthea Booth
and Mike Bell for their generous help and support.

Best wishes
Maureen Marra and Anna Bounds