Women in Leadership day 2012
Leadership in Action

Evaluation Results
Thank you for participating

Thanks for participating in the Women in Leadership Day 2012 and helping to make it a great success.

More than 170 people attended and you will see from the following evaluation results that it was a valuable and enjoyable day for you.

Thanks also for taking the time to fill out the evaluation form. The Response was around 70% (120 responses) which is fantastic. Your comments are appreciated and will be taken into account in our planning and delivery of the Women in Leadership day 2013. See you there!
I attended Women in Leadership Day in

<table>
<thead>
<tr>
<th>Year</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>Never</th>
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<tr>
<td>%</td>
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I see Women in Leadership day as part of my professional development

### WIL Day Evaluation 2012

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
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<tbody>
<tr>
<td>50%</td>
<td>35%</td>
<td>0%</td>
<td>15%</td>
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</tbody>
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"Strongly Agree" and "Agree" categories are more dominant than the "Neither Agree or Disagree" category. The "Disagree" and "Strongly Disagree" categories are significantly lower.
# Yes/no questions

<table>
<thead>
<tr>
<th>Survey Question</th>
<th>Responded yes</th>
<th>Responded no</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have gained a better understanding of what leadership means in my job/work/career</td>
<td>89%</td>
<td>11%</td>
</tr>
<tr>
<td>I felt the presentations were relevant to me</td>
<td>98%</td>
<td>2%</td>
</tr>
<tr>
<td>The environment created in the workshops allowed me to participate in the activities</td>
<td>98%</td>
<td>2%</td>
</tr>
<tr>
<td>I would like to attend women in leadership day next year</td>
<td>99%</td>
<td>1%</td>
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Women in leadership day provided ways for me to advance my own career.
The Women in Leadership day workshops have given me:

- The confidence to develop networks for my career development
- The motivation to set career advancement goals and actions
- A better understanding of how I can use my strengths to take action
- A better understanding of gender space issues in my work

% respondents

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
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<tbody>
<tr>
<td>The confidence</td>
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<td>The motivation</td>
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<td>A better</td>
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<td>A better</td>
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0 10 20 30 40 50 60 70

% respondents
Which of the following areas would you be interested in pursuing?

- Mentoring and coaching: 45%
- Dealing with conflict: 45%
- Negotiation: 35%
- Action learning: 25%
- Authentic leadership: 30%
- Managing change: 50%
- Developing applications for promotion: 15%
- Developing a CV: 10%
- Giving and receiving feedback: 40%
Some of your comments

- Very good informative day.
- Its awesome - thanks very much for including Wintec in your invitations.
- Great day - well worth being involved
- Excellent day and I enjoyed the two keynote speakers.
- Only able to attend the keynote by KEA Global CEO Dr Sue Watson who gave a very inspiring talk. View the WIL Day as very worthwhile and hope the University will continue to resource it.
- Excellent facilitators and keynote speakers, it was a day that topped me up and refreshed me to head back to the workplace knowing I am amongst fellow women facing similar challenges. The workshops were balanced and I particularly enjoyed Rachel McNae. Thanks University, this day is a credit to your organisation.
- really good day liked having the NZWiL alumni talk at my workshop, very inspiring loved the keynote address at lunchtime, (couldn't get there in the morning) I think all staff should be encouraged to attend just the keynote if they can't get to anything else, well done whoever found Sue, she was so inspiring.
- Really enjoyed the day. I thought the introduction cards in the registration pack were an ideal way of helping people make themselves known to others on campus. Speakers were enthusiastic and inspiring. Thank you to all who contributed to make the day so successful. Looking forward to next year.
- Thank you for organising such a warm and inspiring day. One suggestion, I wonder whether alternative rooms with moveable chairs could be organised for next year for the workshop sessions. The lecture theatres made it difficult to converse easily in small groups which was encouraged (and welcomed) in both the workshops I attended. I am pleased to say that both workshops allowed ample time for interaction which I really appreciated. I also enjoyed getting to meet some new interesting women from around the University. Thanks again.
Some of your comments

- The workshops were a bit noisy. I think the name tags should have what faculty/school you are in at the university. The food was great and the speakers were inspiring. Some people didn’t know where the toilets were so maybe put signs up next time. I liked the goodie bag.
- Excellent catering - thank you!
- I believe there is still a perception at the Uni that this day is for Managers/Academics. it would be nice to see more administrative staff there but unfortunately the name of the event leads many to think it is not for them. How can this concept be dispelled??
- The speakers were excellent, especially Sue Watson. Easy to listen to and with strong messages that were easy to follow. I found the workshop on appreciative leadership offered a fascinating new perspective on how we look at ourselves and I look forward to thinking about this more in my own time. Really valuable learning
- You do an amazing job and find great presenters - all of them inspiring
- Wonderful initiative.. please don’t stop :)
- I was only able to attend the first session, but found it very helpful.
- We were invited as a guest and wish to sincerely thank the University for this wonderful opportunity.
- Thank you very much for inviting me, it was great to take time out from a busy work load to just focus on this - a very important subject but often overlooked when juggling multiple demands (as woman do). The whole event was extremely well organised, the food was delicious and plentiful and the key note speakers were of a very high standard. I will definitely be coming back next year! Trish Cree, Hamilton City Council.
- the arrangements for the Day were fantastic. If there were any hitches or flaws, I was not aware of them. The food was fantastic and in abundance; tea and coffee available as desired. The atmosphere and energy was wonderful. Thankyou.
- All the sessions were phenomenal. I wish I could have attended all 4 of the workshops. Fantastic day and excellent planning. Food was average.
- Great day, excellent speakers, the food was a let down however
Some of your comments

- The day was great in terms of reaffirmation. the reason I ticked 'disagree' in #7 is that I already have the motivation and knowledge but keep hitting barriers (called mysogeny and poor institutional structures). I nevertheless keep trying to work around them. I also couldn't say the day gave me confidence although in that little bubble I feel confident...it's taking it back into the workplace that is the trick, especially where there are 'mean women' (Linda) and a 'tough place' (Karen). So not a criticism of the day. I enjoyed the workshops and so long as I didn't worry about the work piling up in my office that I left behind to take stock and go to the day then it was very productive in terms of mental health and seeing some effective presenters. I would also like to acknowledge the lovely vegie patties and leave you with a suggestion.....panopto all presentations.....although workshops might not be as easy to capture, they would have been good too. the two I went to would have been panoptoable though.....a great resource! thanks.

- Inspiring speakers A great opportunity to reconnect with colleagues form across campus

- It would be good if there was opportunity in the weeks after a leadership day to have a more in depth training session e.g. through the staff professional development programme. I felt the day gives you a taster of what is possible but there needs to be a follow up session to really understand the techniques suggested in the workshops. Having the opportunity to develop alongside an expert (or mentor) a personalised leadership plan and witnessing it in action is required to be truly effective. The room in the PWC was also very cold - but food good and it was well run.

- I thoroughly enjoyed the keynote lectures. I didn't attend any workshops as I am currently in the situation where I am down-sizing my role within the university with a view to retiring within the next couple of years.

- Really enjoyed Appreciative Leadership and would like to learn more.

- Maybe the name of the day could be changed..?? The outcome seems to be that women are motivated or inspired by attending and for many it is a welcome break from the routine. I am not in a leadership position and probably will never be; the same would be so for many of my colleagues. So the title "Woman in Leadership" does not refer to me - I go along and listen to "Woman in Leadership" - is that what it means? Perhaps "Development and Inspiration Day for Women" (not really..(; ) or something that infers growth.

- From my perspective the day appeared to be a huge success and a real credit to all those who were involved in organising it. Thank you and I look forward to attending next year.
Some of your comments

- It was very well run, very friendly participants and organisers, interesting workshops and speakers. The CEO speaker's presentation was stunning. It was great to take time out to reflect on us as women in leadership and get inspired to get on and do great things with confidence in our work life and personal life. Thank you.

- To tick those nice outcomes above would be overstating things rather on the basis of 1/2 day I attended. I found it a positive experience and encouraging. I got something out of it to take away (actually 3 things). The speakers seem to still address audience as if they are all academics but the majority there this year seemed to be general staff. In the workshop I attended about action planning the mix of general and academic was very effective. Worth doing. Not going to be able to cater for all needs in one day anyway.

- This was my first Women in leadership day. The presentations were great and some were quite inspirational. I thoroughly enjoyed the talk from Karen Barbour.

- The food, venue and the general atmosphere were very good. The keynote speakers covered some very important points about leadership that I found helpful.

- This was an insightful day which has allowed me to reflect on my own leadership style, to be more aware of the spaces that I work in. To be inspired by those that have become successful leaders. I met new people, and developed a better understanding of the roles of women across the university. I really enjoyed the day, thank you for making this opportunity available to me.

- I really enjoyed both keynote speakers at this years day. I thought it was great idea to include a name in the bags to ensure you met someone else, though I was unaware of this and only found out serendipitously

- I always enjoy the opportunity to attend

- Sue Watson's talk was inspirational

- It was great to see our staff featuring in key roles :) Thank you

- I particularly enjoyed Dr Sue Watson as the keynote speaker. I appreciated the work of the group who organized and ran a successful day.

- Excellent day, I was only apply to attend one workshop but really found it useful and also found the key note speakers to be very good.
Some of your comments

• Great day.. lovely to get together with women from other parts of the Uni. Sadly for many of us on the general staff, there simply is almost no chance of career development after a certain age.. older women are seen as expensive and inflexible and taking up jobs that could be done by younger, perkier, cheaper women. Also..I'd love HR to front up and tell us what is possible in terms of workplace flexibility and equal opportunity as it often feels to us as though there is a bit of a mismatch between what we are told and the real story.. these are big issues for women, and it often feels as though they are being fudged. we love the women in leadership day for the inspiration and networking it brings but it would also be good to feel as though the uni is on our side! Congratulations to the organisers and people in support of making this event possible. The variety of presenters for workshops was great and the time frames good - although more time to spend developing action sheets on the day at the NZWIL workshops would have been great. the 'connection card' in the UOW bag was a fantastic idea - I will most certainly be making contact with the name i was given. Food superb, venue fantastic, key notes EXCELLENT! Thanks so much for the opportunity and i sincerely hope to be back in 2013.

• I thought that this year was the best yet, particularly in terms of the workshops, which provided a more interactive and self-reflective time in between the 'sitting and listening' keynote speakers. My only concern was in relation to the catering as for those of us with particular dietary needs, the labeling of the appropriate food items was very unclear.

• As this was my first attendance at a WiL day I was impressed with the caliber of the morning keynote speaker and also the workshop leader, although the workshop included too many ‘tasks’ to complete in a meaningful way. It would have been useful to have had discussion and feedback from the other attendees. I also liked the arrangement of offering the morning sessions in the afternoon as well.

• I didn't fill in question 1 as 2012 was not an option and I didn't think never was relevant

• It was a great day and gets better every year. The keynotes were awesome! Thanks very much to the committee - you're doing a really good job. Nice to see a few fellas too so word must be getting through.

• Great speakers, good food and a chance to talk to different people around campus

• Good food, some (but could be better) opportunity for networking. Great to learn new things and hear inspiring people - would be good to have something like 'round table' discussions where identified issues could be just thrashed around. Is it worth having WiL on a Friday?
Some of your comments

- All I found the day very enriching and felt very motivated once it was over. There was great networking with the other women in the university as a whole. Particularly enjoyed the afternoon sessions.
- Kia ora I felt this conference was both worthwhile, relevant and timely for my development. The participants I dealt with were of a wider range - and therefore contributed to specific areas of my development.
- It was great day - thoroughly enjoyed the keynotes, the networking and the workshop I attended. Thank you.
- A very positive inspiring day with some amazing female role models. Sue Watson was vibrant with a strong relevant message and delivery. Loved the appreciative leadership session. Felt that the gender space workshop did not make the links back to implications for leadership or to other mental maps that affect the way we act. Thank you to all the organisers for an excellent day of professional learning.
- Much of the programme appears to promote the academic staff in the university and I was quite disappointed. Younger members of staff now have a clearer view of where to go in some cases but for older senior general staff I felt there was very little new information to learn. Perhaps next year make it more for general staff would be a nice change. the network workshop was a fun idea but the noise and decibels from the 60 or so voices negated the purpose. it was very difficult to hear your partner.
- Well organised with a wide range of both speakers and attendees. I think it adds to the richness of the day, having people from other places attending.
- Really impressed by Karen Barbour's keynote, admired her gentle assertiveness and acknowledgement of her family in her life/career.
- I thought the key note speaker was excellent and the whole day was an good opportunity to catch up with other colleagues in the University that I usually only have contact with over the phone. Thank you for a well-organised day! Oh and the refreshments were lovely :)
- Well organised as usual, good venue, good speakers, great food, great company. Really enjoyed the half-day, was a pity I couldn't stay for the whole thing. I like how a variety of organisations attend this day. Well done UOW and Maureen & team.
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