Women in Leadership Day 2013

Preparing for the Future – the University and You

Evaluation Report
Thank you for participating

Thanks for participating in the Women in Leadership Day 2013 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 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. The Response was around 40% (130 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 2014. See you there!
Thanks to speakers, facilitators and organisers

Organising committee
Adrienne Anderson, Helen Samujh, Helen McKinnon Rachel McNae, Pip Bruce Ferguson, Mike Watson, Clare Cramond, Susan Law, Michelle Jordan-Tong. Also thanks for the help from Karen de Ruyter, Mike Bell, Tracey Morgan
Maureen Marra and Anna Bounds
Evaluation results

I attended Women in Leadership day in......

I see Women in Leadership Day as a key part of my professional development

2009 2010 2011 2012 2013 is the first time

strongly disagree  strongly agree
Attending the Women in Leadership Day gave me a better understanding of what leadership means.

Attending the Women in Leadership Day motivates me to progress my career.
The presentations were ....

- Relevant to my career development
- Inspirational
- Motivating
- Gave me new perspectives on leadership
- Other
I attended the following workshops

- Take the lead: putting your best foot forward online
- Being the alchemist of your future
- Preparing for the perfect interview
- Navigating change: the mentoring compas
- I did not attend workshops

I enjoyed the workshops I attended

- Strongly disagree
- Strongly agree

The workshops were relevant to my job

- Strongly disagree
- Strongly agree

I see that there will be an organisation benefit from this learning

- Strongly disagree
- Strongly agree
I particularly enjoyed the presentation by Dr Helen Anderson - it was incredibly inspirational.

The mentoring presentation was fantastic and has inspired me to seek mentorship. The key note speaker was truly inspirational and motivational as well as very practical

I liked the fact that the workshop participants could request further PD, to build on the knowledge already gained.

I thought the presentations were great and what I appreciated was that the day was relevant to both academic and general staff.

They are a good opportunity to learn of new developments in various fields, even if some are not directly relevant to individuals' specific career plans

Helen Anderson was very good - she was relatable and not 'in your face' as a high achieving female leader.

Kathryn Pavlovich was amazing!

Individual evaluations on the day would be useful, at the end of each session. You would get more specific feedback. Some of the key notes in the morning didn't seem overly relevant to women in leadership

I loved listening to Elena

I found the keynote presentation very inspirational but felt that I did not learn anything useful that I did not already know from the other presentations I attended.

Too many different speakers between 9.00 a.m. and 10.15 a.m. and the session ran overtime. The intended message would have been far clearer with perhaps two speakers over this time.

Dr Helen Anderson was particularly personable, interesting, open and frank about her journey to leadership. She is to be highly commended.

Helen Anderson was great, really inspiring but also very practical with tips for becoming a good leader. I felt some of the other talks weren't so focused on developing our skills but were more about the speaker.
The keynote speaker was great. It was good having a practical minded person.

Wonderful to hear the Samoan perspective – thanks Elana

After Helen Clark the night before who was the most inspirational speaker I have ever been too, I felt it hard to make a comparison. But Helen said she was a guest speaker 2011 and after listening to her, I’m a converted listener of hers.

It was a general overview. I would have liked to have had more information packed in (ie learned more) Less talking in groups which is interesting but you don’t learn that much.

The presentations were wonderful. Very inspiring and thought provoking. Thank you.

I only attended the morning session, until the morning tea break. Julie Hardaker, Linda Smith (veranda story) and Anna Bounds were all good motivational speakers.

The workshops were of interest, but not motivating or inspiring. However, the key speakers at WILD were.

I went to the Alchemist presentation and I thought it would have been good to have had a more definite link between how being in the parasympathetic nervous system can change things. Also there was an assumption that the group knew how to meditate and they didn’t, people were talking when they were supposed to be concentrating on the process so it would have been good to have had that part as a guided visualisation exercise to get everyone focused. I found the mentoring workshop excellent, well organised and structured

Preparing for the perfect interview presentation was a bit lame, it seemed to be people without that inner core of confidence (tho employed in HR) leading the discussion. However, it did reinforce the need to present oneself well. The "Alchemy" workshop was great, I really enjoyed it. The keynote speakers were also very enlightening, confirming and reassuring of their place and other womens place in leadership.

The workshops needed more direction, they weren’t concrete enough to offer any inspiration or points of reference for the future.

I very much enjoyed Helen Anderson’s presentation, and the two workshops I attended: the alchemy one and the mentoring one.

This is a great day but I do find some of the speakers tend to speak as though they are lecturing. People would come across much better if the speakers were a little less structured.
Putting best foot forward online - Would also have liked to have known a good way of presenting information on professional pages e.g. appropriate language to use for a good professional profile, appropriate for photo etc. Or at least have recommended someone or a good website on how to do this.

Alchemist - I couldn't really connect with the presenter (although I'm sure she is very good at what she does). Could have also been affected by "afternoon fatigue". Would have liked to have known what Alchemist/Alchemy meant in the context of leadership. I didn't really understand the bit about monitoring heart. Helen Anderson was inspiring and her presentation entertaining. I only attended one workshop due to other commitments on at the same time - the online one which i kind of knew most of the content already but it was a good opportunity to talk with other people about issues around social media etc from their work space perspectives. I think Dr Helen Anderson's presentation was the best, in terms of clarify of identifying key terms related to leadership, mentoring, etc....

I was only able to attend 3. I couldn't make the others but wished it was recorded so I could then watch the ones I missed and really would have liked to have gone to.

I found the presentations interesting in themselves but not necessarily particularly inspiring.

I would like more critical engagement with gender issues. Bring someone in who can provide a feminist analysis of the state of women in tertiary education employment. I worry that Waikato thinks it does enough for gender equity because it has a 'women in leadership day'. You need to examine the feminisation of operational roles at the uni, and the proportional numbers of women in different academic positions. I am a bit concerned that the day is rather neo-liberal and individualistic in its focus

Helen Anderson was great, took many good gems from her talk. It was inspiring to see and hear from some of our female "super stars", great way to get to know more of who they are and how they see things.

The most interesting and inspiring parts of the day were the talks from individuals about their own experiences. The interviewing workshop was relevant, but the length of the workshop could have been halved and there would have still been enough time to cover everything. Some of the concepts put forward at the Alchemist of your Future workshop were interesting and others a bit intangible. The heart-math demonstration was not clearly explained, and didn't seem to relate to the topic. I was disappointed I hadn't chosen one of the other workshops to attend. The Navigating Change workshop was focussed, interesting and thought provoking. I was pleased I attended this session. Linda Smith was awesome! Loved her fence analogy.

The presentations were immensely inspiring and meaningful. They were deeply encouraging.
The quality of the two presentations I attended were excellent and I felt that overall the workshops had improved immensely from earlier Leadership Days. Dr Helen Anderson was a quality speaker and her talk certainly gave the day a very positive feeling that a woman can do anything. In future it would be better if copies of powerpoint presentations were not given out until the completion of the presentation.

Especially great to hear from our university's women leaders. Wish I'd been there to hear Rt Hon Helen Clark in past Helen Anderson, whilst from a corporate business background, had some interesting useful things to say that were picked up in Mentoring workshop. good synergies. Helen Anderson was amazing so were other speakers. Maureen - you did a great job organising this event. Thank you. Amy De Toni

I thought the presentations were interesting and relevant. I found Julie Hardaker and Helen Anderson both to be very inspirational speakers. It was great hearing from local female leaders such as the mayor and Linda Smith. It was also advantageous that Helen Clark spoke the night before - she was fantastic to listen to. Very well chosen presenters.

I attended the afternoon session of preparing for the perfect interview, and was very surprised that it was not more engaged with women and women's barriers to career progression via success in interviews. It seemed like a generic how-to talk was provided, and while that may have been useful to some in the audience it did not provide insights into women and leadership with regard to interviews. There must be research out there which identifies the gendered limitations of interview processes and the ways in which women self-select out of, and can overcome the barriers associated with, promotions etc, but none was really engaged with. I think speakers actually need to target the issues that women face in their presentations for a day like this. Robyn Longhurst's contribution was useful to me, but generally I thought the *women* aspect of this session was very thin on the ground.

Loved the workshop Putting your best foot forward online

I really enjoyed the keynote speakers I love hearing of the great things women have achieved. Dr Helen Anderson was a wonderful speaker, she spoke about a lot of aspects that inspired me to do my best. She was a joy to listen to.

Good length of time, may need more opportunities for smaller workshops - less housekeeping at the beginning of the day.

I absolutely loved listening to Helen Anderson, could have spent the whole day listening to her :)

In the interview workshop I enjoyed listening to HR's steps to take in an interview and then having the example of a staff member who had just been through the experience and won the job and her preparation. It is always good to hear the practical, how to sessions. Thoroughly enjoyed Helen Anderson - very inspirational, down to earth, has achieved great things, encouraging.
They were great and coming from another institution I think Waikato University should be very proud of itself - the spirit and the sense of belonging that permeated the day was fantastic. I wish we could say the same of our institution.

Kathryn’s workshop in the morning was amazing. I enjoyed Helen Anderson and how she shared with us her humble beginnings and what she has become simply showed that anyone of us can do it. Very Inspirational. Enjoyed Linda Smith and her sense of humour. The staff who presented them were great!

Sometimes the main point or purpose of a presentation was not clear. Sometimes presentations did not stick to the time limit making it obviously difficult for a following presentation. The Alchemy workshop was very confusing and seemed different to the overall aims of the workshop. I very much enjoyed the presentations provided by the city Mayor, Dr Helen Anderson, and Professor Linda Smith. The workshop 'putting your best foot forward online' was most useful. Thank you for organising this all-day workshop. Preparing for the perfect interview...I think it could have been helpful to have our Careers Service as part of this presentation. They could have provided more up to date information about the issues that specifically face women in terms of applying for and getting work. I was expecting some information specific to women, which was based on up to date research from a careers counsellor/ employment specialist perspective which could be followed up with specific advise. I have heard Sharon Jefferies talk and she is incredibly knowledgeable and motivating. However, the general advice from the panel seemed to be very useful for many of the people present.

yes wally was fine - good at cleaning floors too!

Mentoring presentation was a bit brief in regards to the mentoring component and didn’t really cover the change management that was advertised in the programme.

The mentoring workshop was very worthwhile

The keynote speaker in the afternoon was fantastic! Keynote speakers and Chair presentations were fantastic!

Thought the address by the Mayor of Hamilton was very informative - first hand view of the development of our city and area. Keynote speaker, Dr Helen Anderson was inspirational in her description of career and homemaker roles. Professor Linda Smith was extremely entertaining in her talk about her journey through her career and some of the obstacles she had to overcome.

I found the domination of discourses of management very problematic. I aspire to be an inspirational leader for others, but this does not have to be leading from the front. There was not much acknowledgement of that in what I heard and read. I had signed up for the workshops but did not attend because of this reaction.
What you liked the most about the Women and Leadership day

The ability to take time off to listen, learn and network with others in the University and participants from outside the organisation. Listening to good speakers and meeting colleagues in a different situation from work.

It's the only day in the year in my working life that is just for me - no strings attached!

The inspiring speeches by women leaders on the day, and the workshop Taking the lead: putting your best foot forward online.

The face-to-face networking over morning tea and lunch. The keynote.

Networking. Key speakers and women leaders at the UoW: such as Anna Bounds, Linda Smith and Michelle Jordan-Tong.

The address of the Key Speaker.

The presentations are usually relevant and motivating

It's a great opportunity for staff to meet, network and interact with colleagues. I find WiLD inspirational and a boost to the year. I always feel more motivated when I return from the day.

Networking with others in a positive environment amongst others trying to improve themselves as well. Great opportunity to reflect on my own goals, and ambitions and re-assess where I'm heading and wanting to go. Listening to how we fair in comparison to other 'women in leadership' in NZ and how changes are being made to listen and include women more in areas of critical decision making.

An opportunity to associate with women from all areas of the university structure, finding common ground without bringing our roles along...this allowed for a more intimate discussion of the topics in the workshop, allowed for finding out new views and styles of the participants and was a very supportive and holistic approach to women in employment and leadership.

I very much enjoyed the presentations provided by the city Mayor, Dr Helen Anderson, and Professor Linda Smith. The workshop 'putting your best foot forward online' was most useful. Thank you for organising this all-day workshop. Oh, and the free lunch was awesome!

The online workshop – finally I know how to go about developing my profile. Great workshop, thanks
Networking opportunities. A chance for academic and general staff to mix in professional learning environment.

Keynote speaker Dr Helen Anderson, not only was her presentation inspiring but also a reality check and a reminder that others also face similar, if not the same, day to day challenges.

The opportunity to be immersed for a day into female 'ways of working'

Time out to reconnect with colleagues across the university rather than just my own faculty; to have time to truly reflect; the humour and the tone of the day; the non-judgmental atmosphere

Dr Helen Anderson's address.

The chance to connect with academic and general staff women across campus. Keynote speaker Helen Anderson was very good. I found her particularly interesting because she shared how she managed her family and career lives - this is very relevant for early career women like myself who are at the stage where they need to make decisions around career and family. It was also great to have a speaker with a science background.

The keynote speaker, Helen, was very inspiring. It is always great to hear from women outside of the University.

Got to meet and remeet lots of wonderful women.

Keynote speaker and the workshop on navigating change The big picture at the start was also great as I am new to the Uni

I really enjoyed Dr Helen Anderson, Julie Hardaker and Professor Linda Smith's speeches. I found they were very inspirational.

all the women attending together

Excellent keynote speakers and workshops realistically relevant.

Sharing different ideas, meeting others from around the campus, listening to motivating and interesting speakers

Provides a safe, non-judgemental, stimulating/inspiring environment shows different styles of leadership great to see women who broke through the glass ceiling
I really enjoyed the keynote speaker, whom I found interesting to listen to because she had quite clear and succinct examples of leadership and mentoring.

The networking opportunity and the feeling of being connected.

I enjoyed it all! It was a really interesting and worthwhile day and gave me a lot of food for thought for my future. It gave me even more respect for my own line manager than I had before :)

Very well organized.

Is the camaraderie - lots of women all coming together to improve their understanding. Lots of friendly chat, laughter, stories.

Most of us can be quite isolated in our own areas and the physical boundaries such as the buildings and spread-out nature of each Faculty. It is a day when many of us finally get to meet people we deal with day-to-day through email and telephone and the workshops allow us to share ideas and confidences to support one-another and to learn. Although many of the ideas tend to be aimed at and led by academia, there are important ideas and discussions that general staff can learn from. The keynote speakers.

Key note speaker. Networking is great - met a lot of women that i haven't met before. The Keynote speakers are always well researched and offer valuable insight

The opportunity to network with other UoW staff

Chairperson - Linda Smith was very good. She kept my attention and used good humour throughout the process and was also able to make links between keynote speakers and the overall theme of the conference. Helen Anderson and Julie Hardaker were also very inspiring. As above - they kept my attention and had a good sense of humour. I really liked the idea where Helen was open to questions and was able to provide tips for aspiring women leaders.

Meeting new and old friends around campus, the speakers were wonderful and the workshops were enlightening.
I really enjoyed the Take the lead: putting your best foot forward online. This was great well presented and a good chance to interact and learn. Listening to the Key Note speaker and meeting other campus staff

Getting together with other Waikato staff from Tauranga and Hamilton.

The awareness of my membership of a great community of women at UOW Inspirational keynote speakers
The keynote speaker

The speakers were inspirational and engaging.

It helps you to think about where you are at and where you are heading (for work and non-work issues)

It is inspirational and motivating to see women doing so well and sharing their experiences.

Mixing with all sorts of Women at all levels. The keynote speakers are always a highlight.

Lunch

The level of interaction and commitment by attendees

The interaction and networking with others; sharing ideas and best practice; inspiration from the keynotes.

The chance to meet others from different parts of the university

I liked sharing of experiences by participants in the women and leadership day.

Helen Anderson as the keynote was very excellent and very inspirational. I like hearing how women overcome the challenges in a job and move through them. Linda Smith was a great facilitator of the day and with insights and humour over the day. Being inspired, learning new skills, self-development, networking with women from across the University

Key note and guest speakers

I greatly appreciated the university opening this opportunity up to women from outside of the university.

It was great to hear women in leadership roles talk about their positions and how they got there, particularly coming from a male-dominated environment with very few female leaders.

A chance to catch up with other women on campus, and to meet new people.
Learning from other's experiences.

Helen Anderson was a fantastic speaker, spoke effectively with credible takeaway learning. High point of the day.

Brilliant keynotes and chairing!! Very generous food service, great get-to-gether. The interesting and motivating speakers

Opportunity to network. Varied sessions Open to community and others outside the university - get a different perspective

The quality of the presentations and workshops. Being amongst the women of our university.

The key note speaker Dr Helen Anderson was really good

The inspiring role models. Strategies and ideas as to how to progress in my career and life in general. Can we please have this four times a year?

The guest speakers.

I like being able to mix with the University community and getting to know a few more people. It is great to have an environment in which academic and general staff are valued equally, and can interact. It is good to have an event which prioritises women and their interests/requirements, and is offered by (and mainly to) women

As a general staff member I see this as my main professional development. Due to staffing issues and timing, I was unable to attend the General Staff Day last year but would like to be able to attend this year.

The venue is great and the food and hospitality fabulous - thanks. I particularly enjoyed the key note. Being able to network with others in leadership positions as well as great academic conversations.

It is always an inspiring day. Catching up with friends and staff in Hamilton

I loved Dr Helen Anderson presentation - very inspiration and motivating. What an amazing women, this actually made my day. Must say I haven't heard Professor Linda Smith present and I also enjoyed her honesty and humour in her presentations.
If I had to choose a part of the day I wouldn't miss, it would be the key note speaker. The two years I've attended WIL Day, the key note speakers have been hugely interesting and inspirational.

Found the whole day rather exciting just being with lots of women and meeting many new ones. The workshops gave me confidence in social media and more of an awareness of myself and my surroundings in the 'alchemist'. Both were very interesting. The speakers were great with lots of practical things to consider for my personal progression and goal setting. Food and drinks at the end were lovely and added to our day as we mixed and mingled with each other.

Meeting many people from all over campus

Brings women together to discuss issues

Time to network, meet new people, interesting topics. Very motivating. Gives you hope and determination to succeed. The inspirational women speakers

I really enjoyed the unity of women across the University, getting together around a common ground and learning from each other.

The networking, affirmation, new ideas

getting new information, networking with colleagues, being inspired, always find the keynotes speakers highly motivational, feeling supported and valued by the University with a whole day devoted to PD

Hearing the inspirational stories of strong women

Getting to know people not in my faculty.

Very inspiring and entertaining speakers .Linda Smith was the perfect emcee or the day The presentation, keynote speaker from Dr Helen Anderson, was great and inspirational. In this case the keynote speaker was wonderful! A chance to catch up with people I don't often see and to meet new people.

The opportunity to take time out for "me" to look at my career development and learn about how the presenters have achieved their career aspirations. I thoroughly enjoyed hearing their stories, triumphs and tips. The workshops were great - the alchemist gave me food for thought in a very interesting area that I am not familiar with, and the mentoring compass session gave me an opportunity to reflect on my career journey, a clearer understanding of transition and the value of mentoring (particularly in relation to values, rapport and achievement of goals).
What I enjoyed most about the day was the diversity of women there. Everyone was enthusiastic and motivated to make the most out of the day. I like the networking side of things, as well as the speakers and presentations.

The feeling of "togetherness", that everybody was important and that the University was important to everyone.

The focus on women and leadership is really important. It was almost as though being there together was sufficient motivation in itself. However I doubt there is the sisterhood there. Which I do find dispiriting.

The speakers, opportunity to put faces to names of other staff members too

The inspirational keynote speakers. The day was very well organised. The food was great! Linda Smith was an excellent presenter.

The presentations were very informative both in the general sessions and the workshops.

Getting a range of points of view, and hearing different ideas from different speakers.

I enjoy the speakers - particularly the keynote speakers. It is also good opportunity to talk to colleagues, as there are not many times when our paths cross during the normal working day.

Other comments

Loved the day! Looking forward to the next one. Workshops were relevant to me and well presented. Big thank you to all involved in preparing and carrying out the day. Presentations were entertaining, informative and relevant. Venue was good and (of course) the food was great. Many thanks

Look forward to 2014 and a big thank you to Maureen Marra and the others who were involved in organizing the event. It was a great day to meet other co-workers around the university and to mingle with them - putting names to faces etc.
WIL day seemed quite apolitical. It would be nice to have some feminist theories/perspectives at the start of the day that highlight structural inequalities in the workplace.

I possibly do not understand the key goals of the women in leadership day. Most of the topics are not relevant to my job, however they do have relevance in my personal life.

It wasn't so easy to fill in the evaluation, because the workshop "Navigating change: the mentoring compass" was very good. On the other hand I did not get the message of "Being the alchemist of your future" workshops' content in relation to its topic.

It went really well and I thoroughly enjoyed it, and gained a lot from it. Thank you for the opportunity.

It was brilliant and I thoroughly enjoyed it. I am very much looking forward to next year's event. Keep up the excellent work!

Excellent event, worth attending and good to see and meet others in different areas of the University who you don't ordinarily have face to face contact with.

Well worth attending. Thank you

It's a great concept, well run, and a great way to end the week.

It was well-organized. It definitely enhances women's awareness about the roles they can take and motivate them to be part of the leaders in the future. A great networking opportunity. Great opportunity to meet people from across the campus that I don't usually come into contact with

STILL 100%

Well organised and beautifully catered and really enjoyed meeting with others. It was a bit cold though with the doors open - not a biggy! Thanks for all the hard work that was obvious in a well-executed day.

I just wonder why very few men came and attended the session. It is about knowledge which is unlimited to women only. Perhaps there is a need of a strategy to attract men as men also need to know and understand women leadership. Really appreciated the keynote speakers perspectives on leadership. Great to see the diversity of women present.

Very well run day. The most beneficial career-enhancing, professional-development day of the year for me. Was great to have the opportunity to attend such a workshop. Thank you. Loved the morning speakers. And the food was lovely. Inspired to try for the NZWIL week programme.

This is a valuable resource for PD as well as networking, which should encourage collaborative work and improved communication between the departments of the university.
This is a great day but it needs to be more interactive to cover all learning styles.

Overall was a really good experience. As a young new employee I found this day very beneficial for my confidence as a women aspiring to develop a career.

Sitting all day in PWC in the lecture hall can be a bit hard on the back/bottom. Maybe having shorter workshops enabling people to move around a bit more might help.

Registration and catering well organised, thanks to the committee! I'm not necessarily sure that all of the information garnered from the workshops can be applied in the workplace (I think only one of the two I attended can be), however, I do feel the notes from the Keynote speaker can be applied!

The presentations and workshops were very well organised and prepared! Well done!!!!

Thank you for all the effort and organisation put into the day. I loved the lunch! you did a great job organising it, ran very smoothly, good range of topics and focus I liked Alistair's presentation, maybe he can do more things in the future, he is a very good speaker.

I am new to the University and I want to take the opportunity to say what a wonderful day this was. Not all organisation allow you to spend time reflecting on your career and your leadership capability. Very impressive from an outside person's perspective coming into the Uni. Very motivating in terms of your own development.

This is a fantastic day that we all look forward to every year. Maybe we need two days (with different purposes)? - one at the start of the year to welcome women new to the university (as opposed to the more generic induction process) and be more to do with celebration and connecting with others. The workshops were hard to comment on using this form as I went to two and had very different reactions to them. Saying "the workshops were relevant to my job" meant I gave a neutral score because one of them was quite relevant and the other completely irrelevant. I found the workshop "being the alchemist of your future" to be quite unfocused, as it was largely theoretical information that had no direct bearing on my job. Some of the concepts presented re: global collective consciousness seemed to be emerging ideas that had not yet been proven and I would have preferred greater clarity of the science and sources used. It was also unfortunate that the experiment conducted during the session did not bear out the theories propounded. This definitely cemented for me that I prefer sessions with practical outcomes and skills that I can take back to my work. On a different note, the muffins at morning tea were delicious but very hard to eat as they were extremely crumbly!

There is a real need to work out what the aim is for this day. Just getting more women into positions of leadership is not it: we could not all be there. So there is a need for a broader understanding - and appreciation - of what constitutes leadership.

It was good to hear that a 'service quality' day for general staff is planned. I hope that this will be a robust initiative that values the contribution some are already making and inspires/empowers/urges others to do the same.
Future topics could perhaps cover communication, the different types of communication in a tertiary institution - the challenges we face (including comms between academics and general staff) and how to overcome them i.e. best practices

Thank you for the opportunity to attend. Food was lovely, well organised and great attendance; I'll be there next year. Lovely lunch. Thank you.

Too many different speakers between 9.00 a.m. and 10.15 a.m. and the session ran overtime. The intended message would have been far clearer with perhaps two speakers during this time.

The whole day was very well organised - the speakers all ran to time and the day flowed well. The range of workshops was good and the calibre of speakers/presenters was excellent. Plus the food was great too!

Thank you for a truly great day. Well done to the organisers :)

The workshop I attended did a personal reflection exercise in the beginning of the session. It was a good starting point. I haven't done much of that kind of personal reflection for a long time. Thanks!

Doing well - congratulations and keep going.

Thank you once again for the opportunity to attend as an outsider.

I know women (women with great potential) who don't attend because they think it's only for people in leadership roles. I didn't attend myself for the first 3 years, for that very reason. I've been to two now and my experience has been that it's about a lot more than just leadership. Could we perhaps change the name of the event so that the net is spread wider? Thanks for a great day! I missed the mentoring session this year and hope it will be available next year - I think this topic would still be relevant. With the university begin a large organisation, it would be good to have a directory what staff PD is available - internally and externally. e.g. for generic issues for general and academic staff like management/relationship training. Not necessarily papers, but sessions where staff can get the guidance and skills that assist in their day to day needs in managing staff etc. Well organised. Very enjoyable overall, good to hear the experiences of women in strong roles

I wish to say that I don't think the Women in Leadership Day does anything much to address the obvious structural inequalities that women face in their careers or choice of career (eg. the lack of women in technical, managerial, and higher management positions). Tackling inequality is still largely slated as "activism" and women have been marginalised in the neoliberally-focused business models.

It was a fabulous day. Thank-you so much

I appreciate the opportunity to attend the WIL Days. It's a privilege to be allowed the time to pause and reflect on personal practice and consider the best ways to prepare for the future. I also feel more connected to and invested in the University after attending these days.
Definitely worth attending even when some content is less than inspiring.

I appreciate the efforts of all, organisers, presenters and participants, who are engaged in this day.

Very well organised event and a great way to spend a day out of the office - thanks.

Great catering!

Well done on organizing it. Thank you.

Well organised and enjoyable to attend.

I think this is a wonderful way for women to inspire each other. It is comforting to realize that there are so many women out there who share the same doubts and insecurities but they succeed in spite of them. As one said, "Feel the fear and do it anyway!" That's a wonderful way to look at the next challenge. I kept wondering if men felt the same about their 'hurdles' as we do! I doubt they analyse it though. I noticed a few more men at this year's conference. It would be interesting to get their perspective on the content of the day!

We ought to consider our attitude to men during the course of the day. It seemed a very patronising - and frankly embarrassing - environment for them that stymied any potential dialogue between the genders. A connected discourse between us would be of far greater benefit to women's leadership than falling back on tired gender stereotypes that serve only to reinforce the barriers to further advancement of women. We need to focus on men's involvement in WiLD to make any discussion meaningful.

Food was fantastic

Thanks for a great day and the invitation to attend.

I thought Linda Smith did a great job in her role on the day

Excellent food for the special diets - much better than last year

Thanks to the organisers for an interesting day on campus away from the minutiae of tasks I normally engage in during semester break. Great food and company. Great - very worthwhile - most enjoyable

It was nice to have workshops offered where you could learn new skills. A pity that only some of our team can go for part of the day.

Overall good, although the day seemed to suffer from a bit of an identity crisis. Is it about issues in women's leadership? / and in NZ only? or is it about up-skilling?
Wasn't so keen on the food this year.

Another excellent day which allowed me to connect with other women at the university. Is there the opportunity to reconnect with the group throughout the year? It was great to have a wine and chat about the events of the day with others. If the budget is tight - is there a possibility that outside organizations pay a small nominal fee to assist with the catering/resourcing? But in saying this - I guess what makes the day exceptional is the fact that it is accessible and open...

Keep up the quality of speakers and workshop leaders.

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