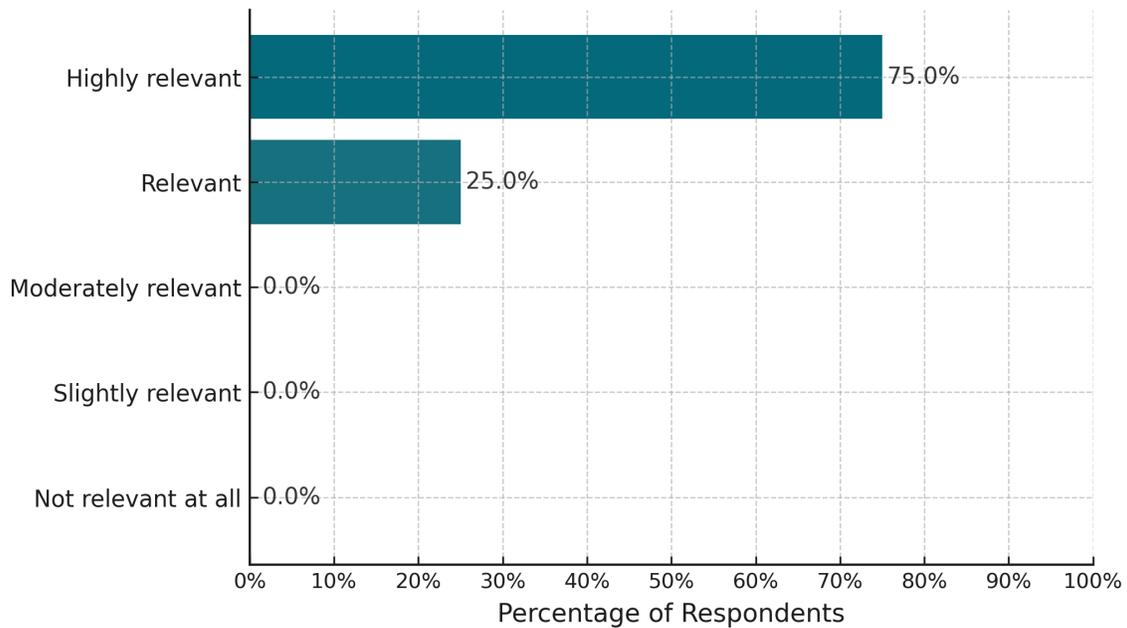


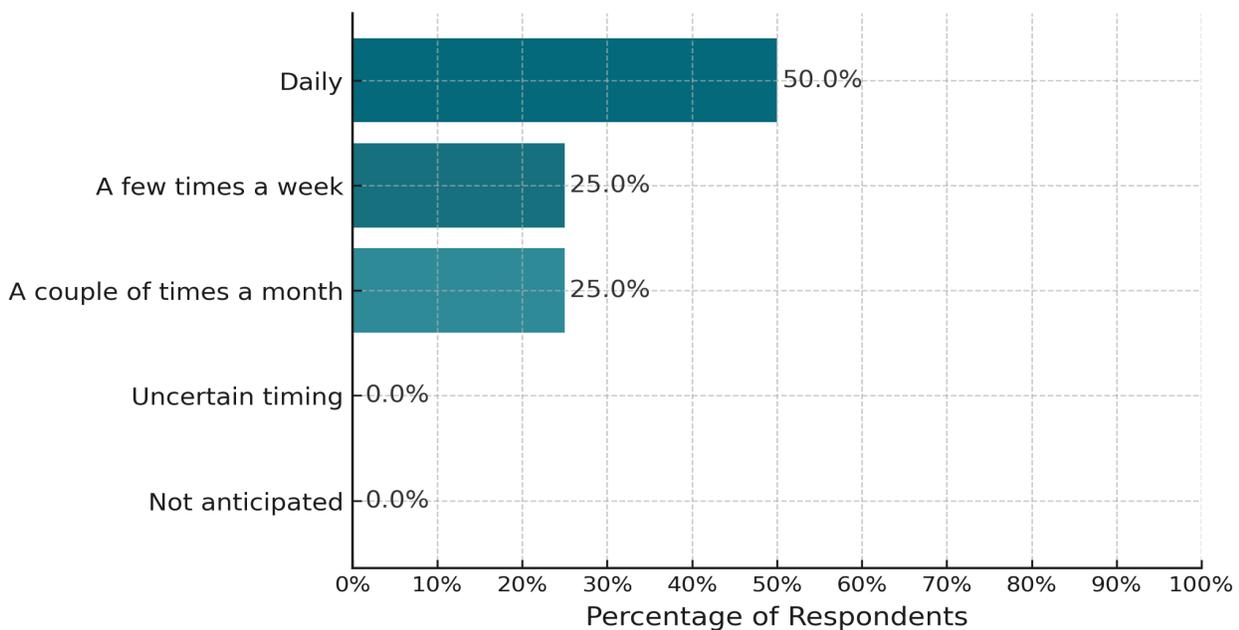
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TEXT RESPONSES HAVE BEEN RANDOMIZED TO PRESERVE CONFIDENTIALITY.

How relevant were the leadership skills and strategies discussed during the residency to your current role?

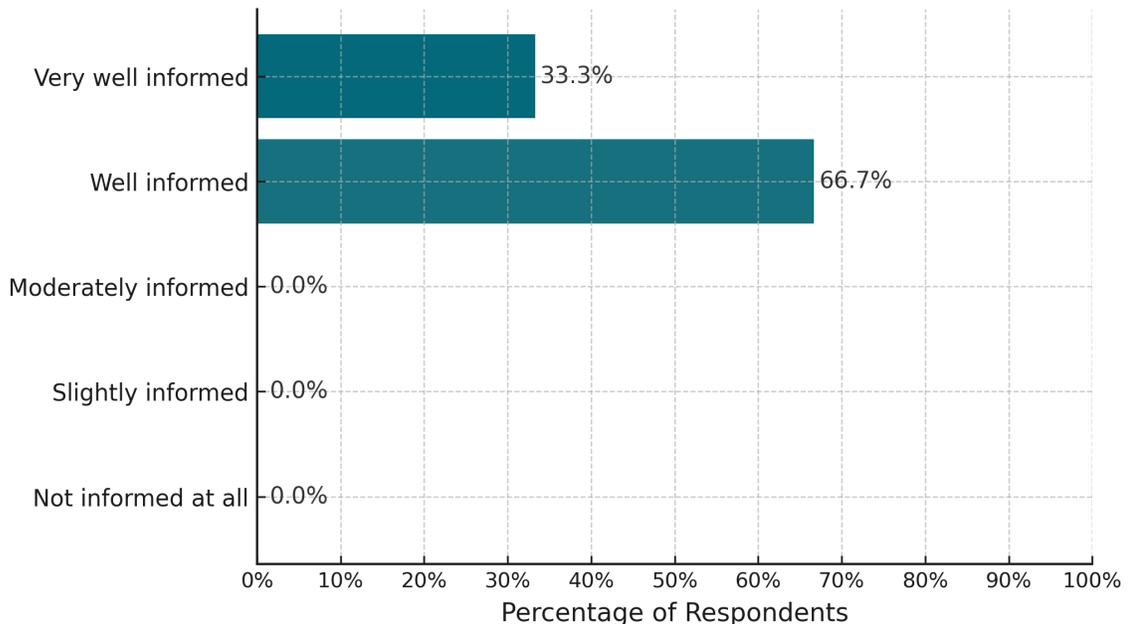


How much do you anticipate applying the learning from this residency to your daily work?



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To what extent do you feel informed about the upcoming Coaching Circles?



What were the most valuable aspects of the learning for you? Why?

- Type coach, levels of listening, judging versus thinking.
- Dialogues, using real work scenarios that we can immediately apply lessons learned.
- GROW model and effective questions.
- Type Coach and Listening 1-2-3.
- Learning about GROW got me to think about things from the coach's perspective and how I will approach my own boss when seeking direction.
- Practicing with my peers and listening to other leadership challenges.
- Presence and interaction with the group.
- Levels of listening. I recognized I was not truly listening to the level I should have been.
- Understanding that issues arise when there is a conflict with values.
- The sharing of lived experiences. That our challenges are not necessarily unique.
- Splitting into pairs and working through issues. Learning from others - we are all facing similar issues.
- Listen, get to the root problem.

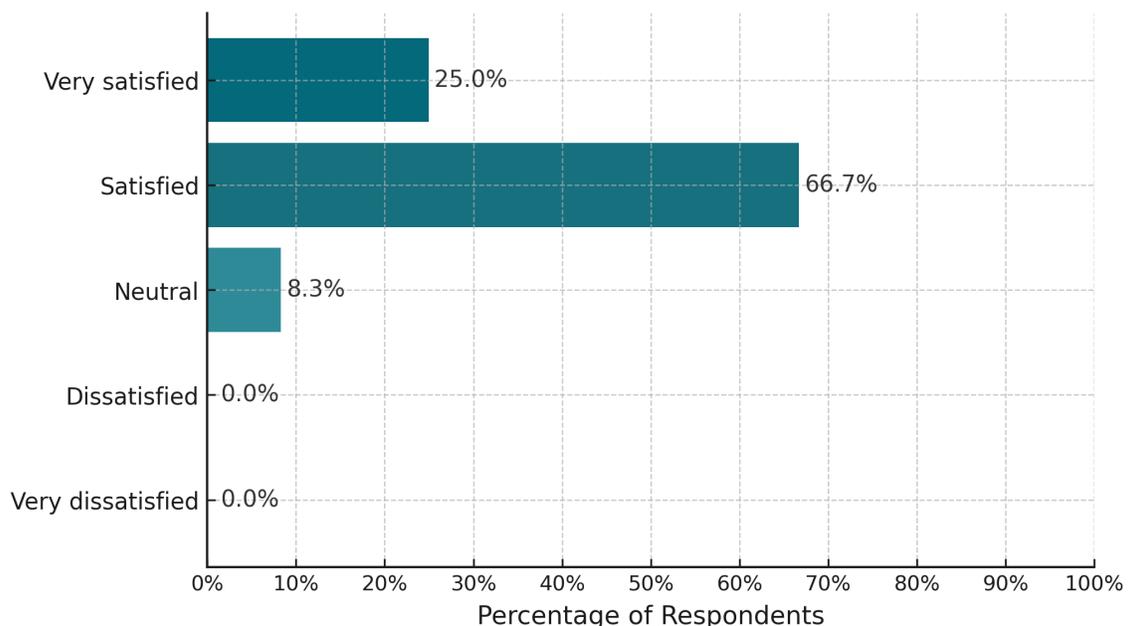
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Any additional comments to clarify your answers to questions 1-4?

- Participating in the circles also helps my own thoughts surrounding next steps with my own issues.
- There are many opportunities to be more coach-like and utilize models such as GROW to help others in their problem-solving pursuits.
- None.
- The coaching circles should continue to use the real challenges identified earlier in the smaller groups (where we placed one question on a sticky note for the person facing the challenge) to see them through.
- No.
- Inspired to stay present.
- None.
- I don't have any direct reports now, so I don't anticipate having to coach anyone. I will be implementing the other things I learned.
- No.
- I will definitely have a deeper look into my Type Coach.
- Reminder to be present and engaged and stay true to values.
- I enjoyed learning from other experiences.

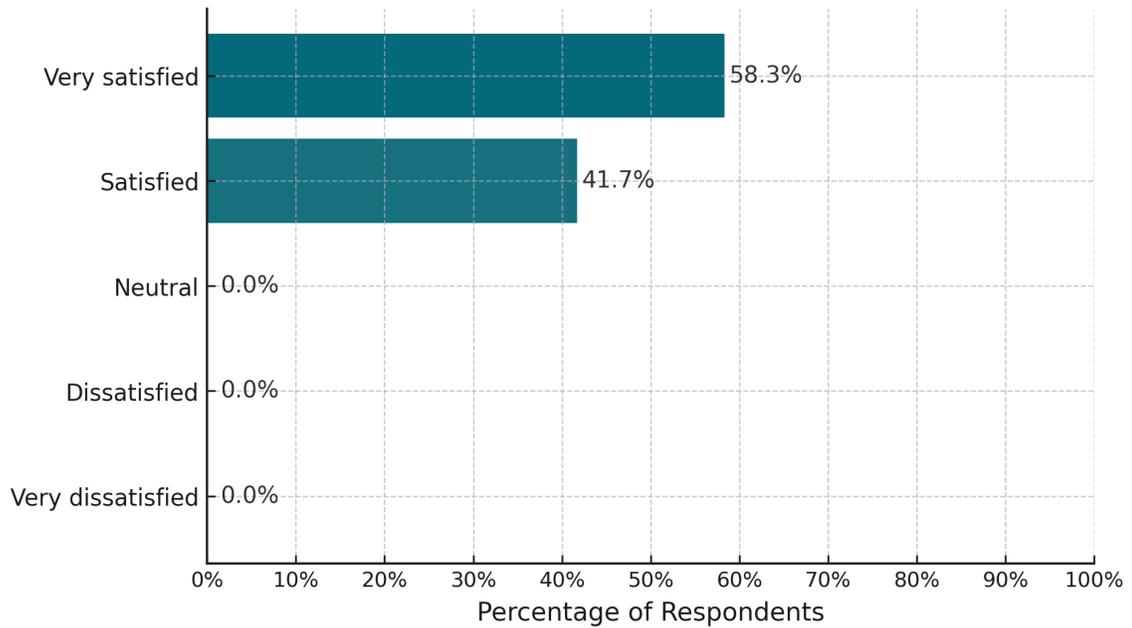
How satisfied were you with the nourishment at Crieff Hills Retreat Centre?

Meals

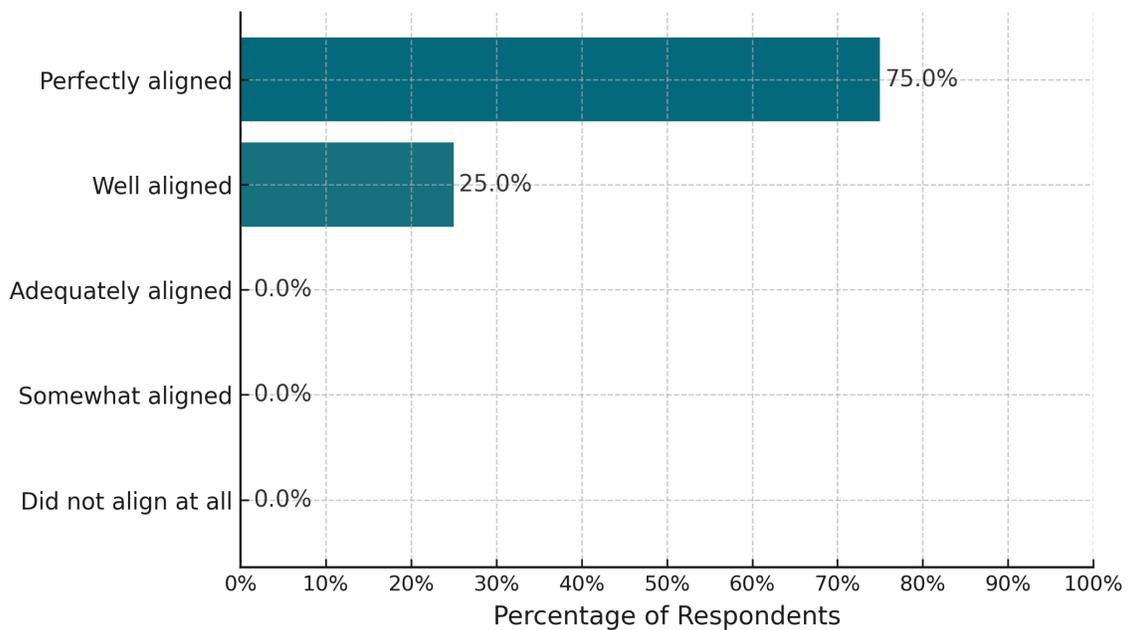


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Snacks and Beverages (between meals)



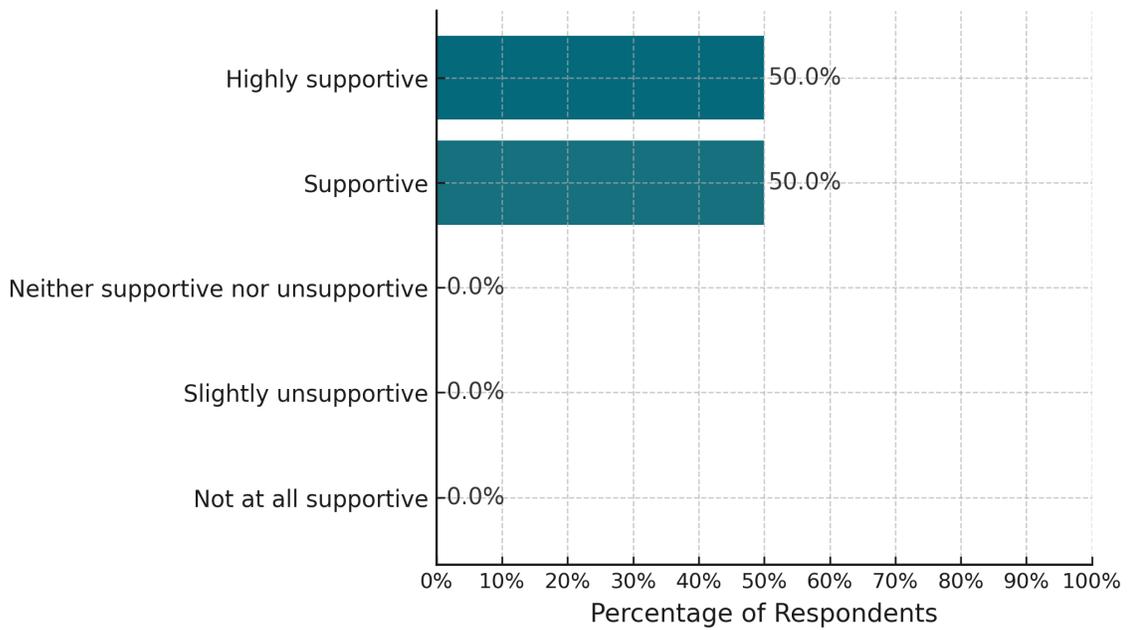
How would you rate the alignment of the downtime activities (campfire, walks, etc.) with the program's objectives?



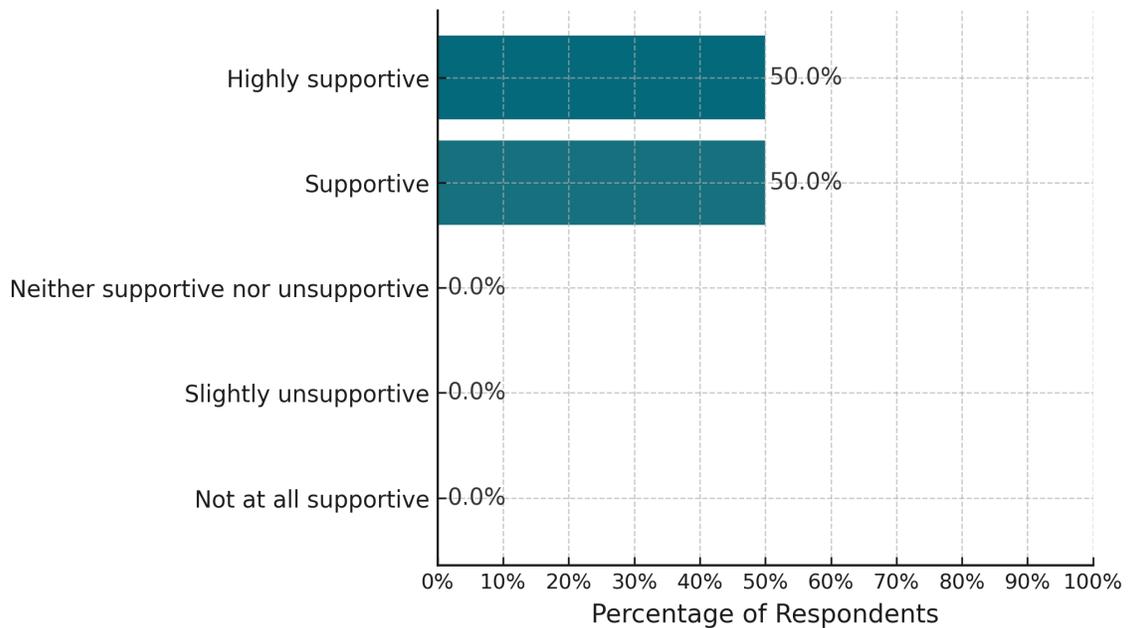
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How well did the spaces support the residency experience in terms of comfort and fostering learning?

Workshop Rooms



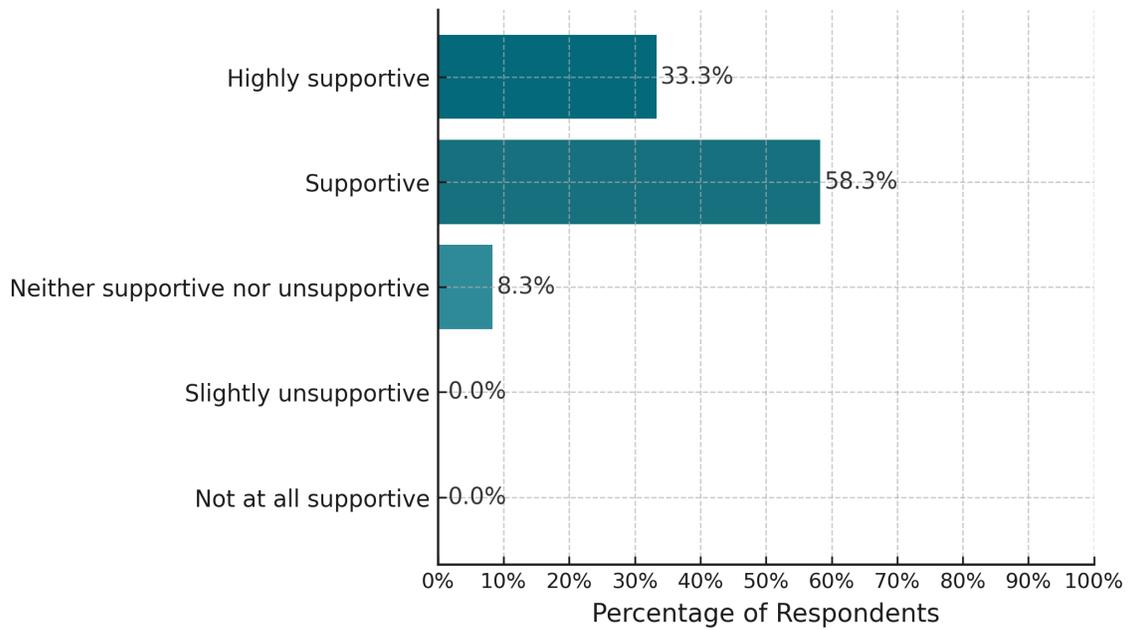
Gathering Spaces



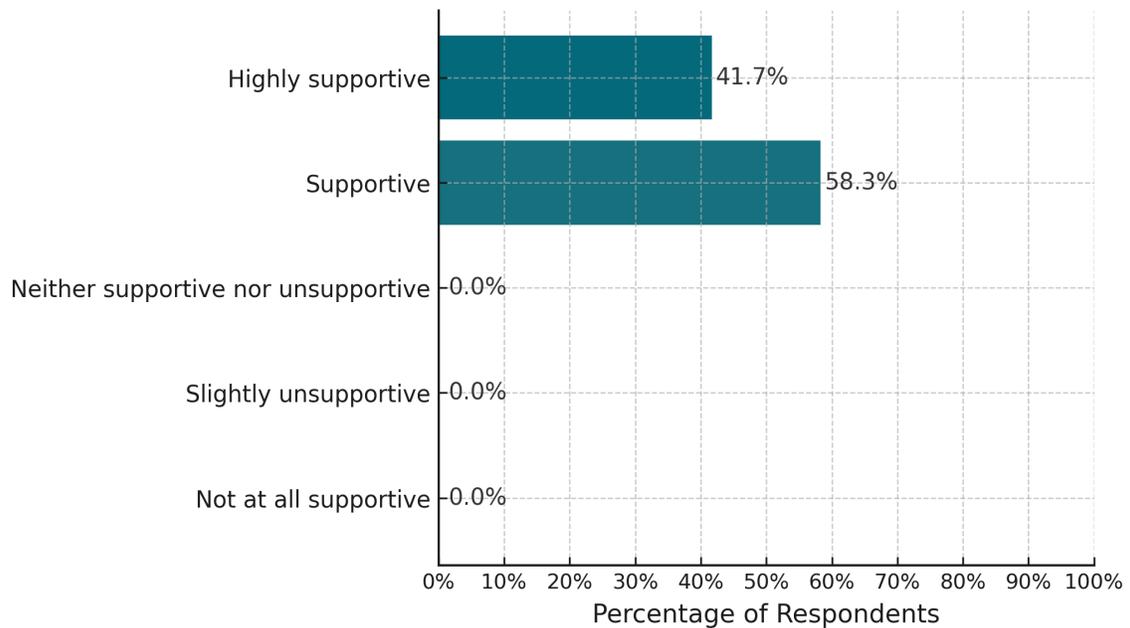
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How well did the spaces support the residency experience in terms of comfort and fostering learning?

Bedrooms

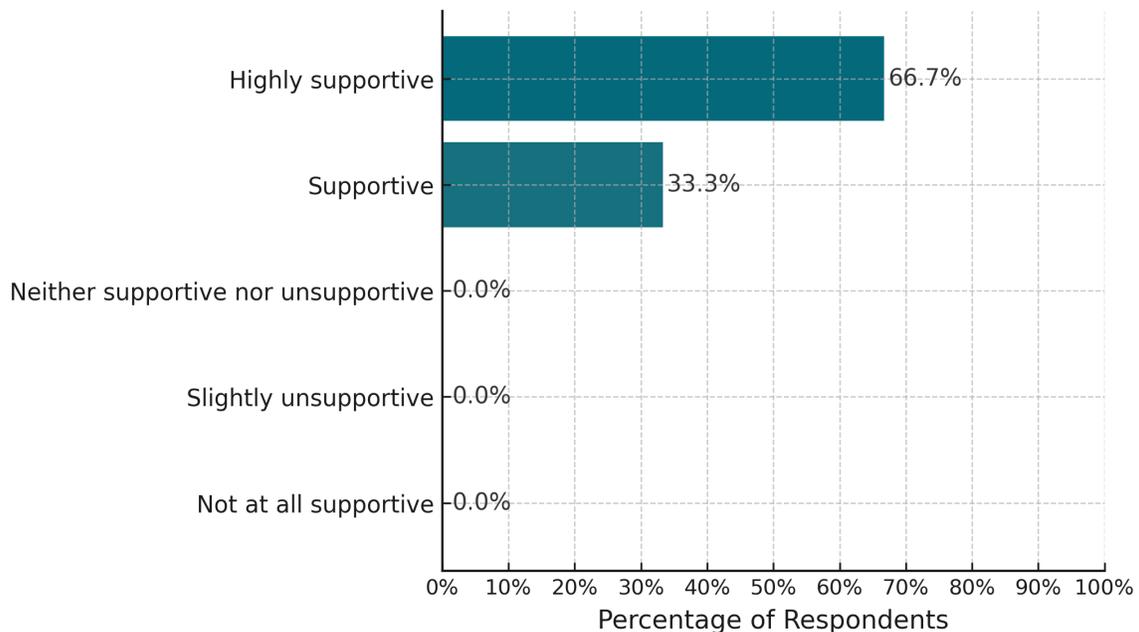


Dining Hall



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Outdoors



Any additional comments or clarifications for the above VENUE questions?

- The spaces were functional, but to be highly supportive and functional it may require modernized amenities. Not needed for this type of learning I don't think.
- Very peaceful and homey. I enjoyed the rustic nature of the property. Proximity to home was great.
- Beds are uncomfortable, didn't sleep.
- Overall, the venue was great and fits our needs. It was beneficial being away from the office to fully engage.
- I don't think the lamb was the most suitable choice for a protein at dinner. Everything else was fantastic. The campfire was perfect for sharing and having fun after our day.
- There should be 2 towels in the bathroom for showering. Day 1 evening and Day 2 morning.
- None.
- No.
- No.
- Great idea to move off-site. Leadership learning way more efficient outside the "classroom".
- Outdoor space is appreciated, additional areas to sit would be nice.
- Food was very good. At dinner, I wish there was more as we ate earlier.

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What aspects of the program experience should we KEEP for the November residency? (i.e. What aspects were most effective?)

- Group interaction and participation.
- Breakouts outside if at all possible. That was a welcome change to our normal learning structure.
- Real world scenarios.
- Type Coach, Listening 1/2/3 and GROW model.
- Group work.
- Evening gathering/casual time. I liked the mix of lessons, demos and practice with appropriate breaks and ability to be flexible based on the group wishes.
- Campfire!
- Frequent breaks, outdoor work if possible, break out groups.
- Getting outside and breaking into smaller groups or pairs.
- See previous answer. This is a must for me. Allows participants to fully engage in program being here.
- Small team-work and social (campfire).
- The schedule and timings should be kept.

What might we CHANGE for the November residency program (i.e. one or two suggestions for improvement)?

- I think the day's learning should end at dinner and not extend beyond into the evening it made for a long day.
- Will get back to you :).
- Nothing.
- It was great.
- None that I can think of. I enjoyed the course more than I thought I would.
- More walks and discussions outside - really brought learning to another level.
- No suggestions at this point.
- None.
- Possibly having the evening lesson before dinner.
- Overall, it was great. Maybe just shorten the day. A lot of information to take in.
- I'm never good at this part so nothing that comes to mind.
- Weather permitting, more outside learning opportunities. Maybe a bit more on Type Coach as that was interesting.

