

2017 Management Retreat Survey--Executive Summary

75% of managers attended retreat

Administrative Services	20 (26%)
Human Resources	3 (4%)
Instruction	31 (40%)
President's Office	4 (5%)
<u>Student Services</u>	<u>20 (25%)</u>
Total	78

63% of those attended responded (avg)

Overall

- Satisfaction: Very 51%; Satisfied 45%; Not 4% (2)
- Felt valued as a Mt. SAC manager: 100%
- Made one or more personal connections: 96%
- Felt sense of community: 92%
- Safe place to share: 79%

Keynote Presentation

- Applicable to work assignment:
88% Strongly Agree/Agree
12% Disagree/Strongly Disagree (6)
- Would attend another presentation by same keynote:
85% Agree
15% Disagree (8)

Leadership Take-aways

- Understanding of ideal Mt. SAC mgmt culture and how it supports mission: 79% yes
- Awareness of personal leadership strengths/areas for learning:
94% Strongly Agree/Agree
6% Disagree/Strongly Disagree (3)
- Awareness of Mt. SAC's leadership strengths/areas for learning
89% Strongly Agree/Agree
11% Disagree (5-no Strongly Disagree)

Registration

- 94% agreed that registration was effective
- 88% agreed that pre-retreat info was clearly communicated and helpful

Venue

- 96% liked the location
- 90% would attend at same location again

Organization

- Effective organization: 96% Agree
- Right session length: 92% Agree
- Sufficient time for meals: 96% Agree

Comments

In what ways did the retreat provide context for our leadership work on campus?

- Provided tools and everyone heard the same messaging along with the ability to be heard.
- Collaboration isn't always clearly understood nor may it be approached in a shared way, but when we are given opportunities to understand our colleague's perspectives or scope of understanding, we have the opportunity to learn and teach.
- It helped identify areas that need improvement and laid the groundwork for making those improvements.
- It began a common language for us. I hope that our Mgt Staff meetings could be used, a bit, to re-enforce and improve upon this work.
- As a new manager, it was good get context on the depth of our work, and how it differs across campus. It was good to see that everyone valued their role at Mt. Sac.
- It helped create a framework for best practices in leadership which allowed for both a gap analysis of what is lacking on campus as well as an opportunity to utilize common language to solve problems.

What were your biggest take-aways from the retreat?

- Spending time outside of the office with colleagues in an environment of support and cooperation.
- That there is a lot of work to be done in certain areas. While Mt SAC has grown their population of managers. As the managers evolve in their positions there may be a need for more support staff for the managers, to be able to make progress and accomplish ongoing initiatives for the College. MT SAC is a large organization and is highly effective in many areas, and the leadership is headed in the right direction.. Love working here.
- I plan to use the "future focused" discussion technique, when discussing issues with my team. I plan to memorize Eric's five questions such that I can use them as part of my management set tools when dealing with my team.
- Emotional intelligence. Remembering to reflect on how my values and leadership influences staff. Also keeping in mind that staff all have various values that are all equally important and should be taken into account as I lead a team.
- My top values for myself may not be what another person values as much. By imposing my values on others I become frustrated when they don't act/decide as I feel they should. Most managers, including myself need to work more on emotional intelligence to build stronger teams.
- I was grateful that some of the issues addressed were spoken out loud. While it is true that this doesn't equal change, it's certainly a start in the right direction!

Overall (including how to improve retreat)

- I was still confused as to how VPs and Presidents were going to be joining us as one group in this issue going forward.
- Yes and no. There was no conversation on how diversity, equity, and the multiple identities of our students and staff influence or should influence our leadership practices and leadership culture as a management unit.
- While the ideal leadership culture was made more clear, I didn't see how it supports any aspect of the college's mission (primarily serving students).
- We talked around culture. But I don't know what really is the ideal for Mt. SAC.
- From the interactive activities that we did with Eric and the dialogue that trickled to day 2, I did have a stronger sense of our team's leadership strengths and areas of improvement. However the management survey (which I recommend next time be designed by RIE) clearly showed the areas that we as managers think we are strong in and don't need training yet they really are areas that need improvement.
- I already knew what my strengths and areas for improvement are. I would have liked to hear some perspectives on how to improve some of the areas that I need to develop. In reflection this retreat was challenging us to consider our collective leadership culture and the direction in which we want to grow. We identified specific areas in which to focus for the next retreat. For example, we need a systematic way to examine our self-awareness of our coaching abilities and integrate strategies to put into practice what we may be taught during the retreat. I felt that I was already aware, just need the opportunity to capitalize on them when we're back to our routines.