



Community & Technical College

OFFICE OF INSTITUTIONAL RESEARCH

Lees College Campus of HCTC

Breathitt Life Skills Center

1127 Main Street, Room 104

Jackson, Kentucky 41339

909/487-3503

lois.puffer@kctcs.edu

Anna Lois Puffer, Coordinator

**HCTC LEADERSHIP INSTITUTE 2012-2013 PARTICIPANT
SATISFACTION SURVEY RESULTS SUMMARY**

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**HCTC LEADERSHIP INSTITUTE
2012-2013 PARTICIPANT SATISFACTION SURVEY
RESULTS SUMMARY**

Eleven HCTC employees participating in the 2012-2013 Leadership Institute were asked to express their satisfaction with the Institute. Participants answered questions about program activities and topics covered. One open-ended question asked participants how the Institute could be improved. A copy of the survey instrument is attached to this report. The survey was completed by participants on April 25, 2013 via paper-pencil method and then the results were entered into the survey link by the Human Resources Director.

A total of 9 of the 11 (or 82%) participants responded to the survey. Please see the attached Survey Results report for the specific totals and percentages. An attached Excel file contains the raw data which includes employee feedback for the open-ended question. Please see the summary statement and summary table below. The final page of this document provides the codebook for the raw data.

SUMMARY STATEMENT

The participants who responded to the survey were satisfied with the HCTC Leadership Institute experience. All survey items received 100% Strongly Agree or Agree EXCEPT for survey item #4 "The presenters were responsive to questions or need for help."

TOP WORKSHOP TOPICS THAT WOULD STRENGTHEN PROGRAM

Problem Solving (5)
Strategic Thinking (5)
Oral Communication (4)
Influencing and Negotiating (3)
Interpersonal Skills (3)
Developing Others (3)
Technology Management (3)
Professional Development for Leaders (3)

SUGGESTIONS FOR ADDITIONAL TOPICS

Public Speaking
Technology
Different Personality Types
Dealing With or Leading Difficult People

SUGGESTIONS FOR IMPROVEMENT

Have more sessions/make Institute longer
Have more leaders present sessions
Make Institute content available online (or the Point)
Offer PD sessions on leadership

HCTC Leadership Institute 2012-2013 Employee Participant Satisfaction Survey Results

SUMMARY TABLE

Item / Service	SATISFIED		DISSATISFIED	
	Number	Percent	Number	Percent
1. Institute content, audio visuals, and handouts were relevant to leadership development.	9	100%	0	0%
2. The pace and length of the Institute was adequate.	9	100%	0	0%
3. The presenters were knowledgeable about the content.	9	100%	0	0%
4. The presenters were responsive to questions or need for help.	8	89%	1	11%
5. The workshops were presented in an organized manner.	9	100%	0	0%
6. The Institute provided opportunities for professional growth and development.	9	100%	0	0%
7. I have had an opportunity to apply the content since completing the Leadership Institute.	9	100%	0	0%
8. The Institute was relevant to my job.	9	100%	0	0%
9. The Institute was an appropriate choice for my position.	9	100%	0	0%

Legend:

Satisfied = combined total and percentage for Strongly Agree and Agree

Dissatisfied = total and percentage for Disagree or Strongly Disagree

CODEBOOK FOR RAW DATA

Satisfaction Level: Strongly Agree=1; Agree=2; Disagree=3; Strongly Disagree=4; No Opinion=5

Leadership Topics:

Influencing and Negotiating=1

Conflict Management=2

Team Building=3

Interpersonal Skills=4

Problem Solving=5

Oral Communication=6

External Awareness=7

Political Savvy=8

Strategic Thinking=9

Developing Others=10

Customer Service=11

Integrity/Honesty=12

Written Communication=13

Financial Management=14

Creativity and Innovation=15

Partnering=16

Flexibility=17

Vision=18

Decisiveness=19

Technology Management=20

Legal Environments=21

Professional Development for Leaders=22

Managing Diversity=23