

TLG Retreat 2008






Description:

Date Created: 9/12/2008 9:31:30 AM





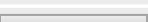
Date Range: 9/12/2008 12:00:00 AM - 9/20/2008 11:59:00 PM

Total Respondents: 40






Q1. To what extent do you understand the 2008-2009 goals and initiatives of both the President and for the Division of Student Affairs?

Count	Percent		
12	30.77%		Completely
24	61.54%		Very much
3	7.69%		Moderately
0	0.00%		Slightly
0	0.00%		Not at all
39	Respondents		

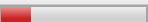



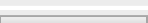
Q2. Please indicate your level of agreement with the following statement: The Strength Deployment Inventory activity was helpful for me to understand how my personal strengths impact my interactions with colleagues.

Count	Percent		
23	58.97%		Strongly agree
12	30.77%		Moderately agree
2	5.13%		Neither agree nor disagree
2	5.13%		Moderately disagree
0	0.00%		Strongly disagree
39	Respondents		

Q3. To what extent do you understand how you will utilize an environmental scan to develop future department/division priorities for the Division's Strategic Plan?

Count	Percent		
9	23.08%		Completely
18	46.15%		Very much
10	25.64%		Moderately
2	5.13%		Slightly
0	0.00%		Not at all
39	Respondents		

Q4. To what extent did the group activity on Student Affairs Leadership Competencies help you identify key competencies required for the hiring and development of managers in the Division?

Count	Percent		
8	20.51%		Completely
11	28.21%		Very much
13	33.33%		Moderately
7	17.95%		Slightly
0	0.00%		Not at all
39	Respondents		

Q5. Please indicate your level of agreement with the following: The "Working with the Press" workshop helped me gain more confidence in working with . . . - The campus student media

Count	Percent		
12	32.43%		Strongly agree
14	37.84%		Moderately agree
9	24.32%		Neither agree nor disagree
2	5.41%		Moderately disagree
0	0.00%		Strongly disagree
37 Respondents			

Q6. Please indicate your level of agreement with the following: The "Working with the Press" workshop helped me gain more confidence in working with . . . - The external media

Count	Percent		
6	16.22%		Strongly agree
20	54.05%		Moderately agree
8	21.62%		Neither agree nor disagree
3	8.11%		Moderately disagree
0	0.00%		Strongly disagree
37 Respondents			

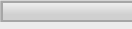
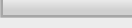
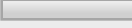
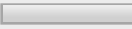
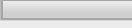
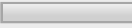
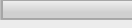
Q7. Name two strategies you took from the "Working with the Press" workshop to help you work more effectively with the media:

Count	Respondent %	Response %	
34	100.00%	51.52%	1.)
Count	Percent		
1	2.94%		Ask for questions in advance to prepare for the interview.
1	2.94%		Asking reporters to email questions ahead of time
1	2.94%		Be brief and honest.
1	2.94%		Be honest and respond quickly. If it's good news, best to get it out first; if it's bad they're going to find out anyhow so make it a "quick bleed".
1	2.94%		Be prepared
1	2.94%		Bridging
1	2.94%		Create talking points
1	2.94%		Develop a Divisional Strategy in order to respond accurately (e.g., is there a designated person for this task)
1	2.94%		Develop talking points before giving an interview
1	2.94%		Do not feel pressured to respond if feeling unprepared to answer questions.
1	2.94%		Don't use "NO COMMENT"
1	2.94%		focus on readers not on press
1	2.94%		For campus student media, I learned that many of them are just learning the craft themselves. It is for this reason we must be patient with their, sometimes last minute calls.
1	2.94%		For effective communication call the Poly Post before Mondays
1	2.94%		get questions before hand
1	2.94%		How to craft the message
1	2.94%		I appreciated the "dodge" and "bridge" concepts
1	2.94%		I did not find the session helpful at all.
1	2.94%		I thought it was beneficial to learn about the resources available to help us prepare for interviews with the media.
1	2.94%		Introducing myself to the Poly Post to foster good communication all year.

1	2.94%	<input type="checkbox"/>	It is OK to say "I don't know";
1	2.94%	<input type="checkbox"/>	It was helpful to learn that we should not be intimidated by the media. We can actually utilize them to our advantage if we are willing to work with them.
1	2.94%	<input type="checkbox"/>	Never, never lie!
1	2.94%	<input type="checkbox"/>	No brain dumps, stay on talking points.
1	2.94%	<input type="checkbox"/>	None
1	2.94%	<input type="checkbox"/>	Plan take away points in advance
1	2.94%	<input type="checkbox"/>	Prepare what I want to say and repeat it over and over.
1	2.94%	<input type="checkbox"/>	Pre-story Mock Interviews with Public Affairs
1	2.94%	<input type="checkbox"/>	Public Affairs can help "prep"; for interviews
1	2.94%	<input type="checkbox"/>	Request questions prior to interview
1	2.94%	<input type="checkbox"/>	Show understanding to gain credibility
1	2.94%	<input type="checkbox"/>	Tell the truth.
1	2.94%	<input type="checkbox"/>	Understand deadlines
1	2.94%	<input type="checkbox"/>	Use of Talking Points

32 94.12% 48.48% 2.)

Count	Percent		
1	3.13%	<input type="checkbox"/>	Ask who else they've talked to.
1	3.13%	<input type="checkbox"/>	Avoid NO COMMENT responses
1	3.13%	<input type="checkbox"/>	Be brief and don't brain dump
1	3.13%	<input type="checkbox"/>	Be honest, clear, and concise with your message.
1	3.13%	<input type="checkbox"/>	Be open
1	3.13%	<input type="checkbox"/>	Be prepared.
1	3.13%	<input type="checkbox"/>	Be prompt with returning calls
1	3.13%	<input type="checkbox"/>	Be truthful
1	3.13%	<input type="checkbox"/>	Bridge strategy
1	3.13%	<input type="checkbox"/>	bridge to the points that you want to make
1	3.13%	<input type="checkbox"/>	build a relationship w/media
1	3.13%	<input type="checkbox"/>	Consider making own recording of the interview and/or ask for questions in advance and respond via e-mail.
1	3.13%	<input type="checkbox"/>	Developing a protocol within the office for addressing the media.
1	3.13%	<input type="checkbox"/>	Don't respond by saying no comment.
1	3.13%	<input type="checkbox"/>	Don't use, "No comment"; as a response. Try to elaborate on why you have no comment.
1	3.13%	<input type="checkbox"/>	For external media, I learned to always call the public relations office so that they can prep us if we are going to be interviewed.
1	3.13%	<input type="checkbox"/>	How the media defines newsworthy information.
1	3.13%	<input type="checkbox"/>	How to respond to flawed questioning
1	3.13%	<input type="checkbox"/>	I also liked the concept of avoiding the argumentative questions or open questions by simply stating what we want to get across and side stepping their question.
1	3.13%	<input type="checkbox"/>	I appreciated knowing it is ok to also ask the interviewer questions
1	3.13%	<input type="checkbox"/>	If you can, build a relationship with the media
1	3.13%	<input type="checkbox"/>	In delicate matters, use email in order to have 'evidence' of what was discussed/shared with the student.
1	3.13%	<input type="checkbox"/>	Know the reporter and the spin they are trying to do ahead of time.
1	3.13%	<input type="checkbox"/>	Know your message before you speak with the media.
1	3.13%	<input type="checkbox"/>	Never lie

1	3.13%		Not to brain dump
1	3.13%		Past, Present, and Future - In acknowledging a sensitive or controversial issue, admit the mistake, tell what you're doing now, and how you're handling it in the future to avoid mistakes
1	3.13%		Preparation is key. If we cannot respond to questions on-the-spot, we should request an email of the questions and reply by email or use them as guides when we talk with them in person or by phone.
1	3.13%		Short concise points to avoid misquotes.
1	3.13%		Try to get a sense of the type of story the person is hoping to write. If positive, showcase it all; if negative, then be willing to discuss but use few words and frame response to show we are examining our practices and will take corrective action.
1	3.13%		Understand that students are learning and this is a developmental process.
1	3.13%		When contacted by outside media contact Public Affairs to make sure they know about it, and they can help you.


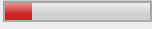
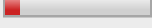
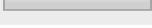
34 Respondents

66 Responses



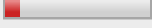
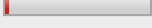
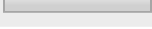
Q8. To what extent did the group activity on Divisional Values help you to identify strategies for embedding them into your department?

Count	Percent		
8	21.62%		A great deal
18	48.65%		Considerably
7	18.92%		Moderately
3	8.11%		Somewhat
1	2.70%		Not at all
37 Respondents			

Q9. Please rate the following aspects of the retreat: - Teambuilding activities

Count	Percent		
27	71.05%		Excellent
7	18.42%		Good
4	10.53%		Average
0	0.00%		Below average
0	0.00%		Poor
38 Respondents			

Q10. Please rate the following aspects of the retreat: - Presentations

Count	Percent		
15	39.47%		Excellent
18	47.37%		Good
4	10.53%		Average
1	2.63%		Below average
0	0.00%		Poor
38 Respondents			

Q11. Please rate the following aspects of the retreat: - Networking opportunities

Count	Percent		
18	47.37%		Excellent
10	26.32%		Good
7	18.42%		Average
2	5.26%		Below average
1	2.63%		Poor
38	Respondents		

Q12. Please rate the following aspects of the retreat: - Location (Pomona)

Count	Percent		
21	55.26%		Excellent
12	31.58%		Good
4	10.53%		Average
1	2.63%		Below average
0	0.00%		Poor
38	Respondents		

Q13. Please rate the following aspects of the retreat: - Meeting facility (Sheraton Fairplex)

Count	Percent		
20	52.63%		Excellent
16	42.11%		Good
2	5.26%		Average
0	0.00%		Below average
0	0.00%		Poor
38	Respondents		

Q14. Please rate the following aspects of the retreat: - Breakfasts and lunch

Count	Percent		
14	36.84%		Excellent
17	44.74%		Good
7	18.42%		Average
0	0.00%		Below average
0	0.00%		Poor
38	Respondents		

Q15. Please rate the following aspects of the retreat: - Group dinner at Rancho Santa Ana Botanical Garden

Count	Percent		
13	34.21%		Excellent
14	36.84%		Good
6	15.79%		Average
5	13.16%		Below average
0	0.00%		Poor
38	Respondents		

Q16. Did this year's TLG retreat meet your expectations?

Count	Percent		
35	92.11%		Yes
3	7.89%		No
38 Respondents			

Q17. Please comment on why the TLG retreat did not meet your expectations:

Count	Percent		
3	100.00%		
Count	Percent		
1	33.33%		1) Far too many break out sessions - each presentation was the same - short on information and too quick to break into groups 2) There was even less time than last year to socialize with peers 3) Dinner games went on far too long - Fear Factor was not appropriate - we didn't get to explore the gardens 4) Sessions didn't have enough new content (ie last years info on writing and development)
1	33.33%		Honestly, I was expecting to focus attention on how we will be dealing with the budget situation. It would have been helpful to brainstorm strategies that will allow us to serve our students effectively despite fewer resources. The environmental scan and leadership competencies could have been facilitated better with follow-up discussions at the retreat.
1	33.33%		We went to dinner at a very interesting place that I had never seen before. Yet there was not time between 4-6 to actually enjoy and explore the surroundings. The activity should have been centered around learning about our surroundings, rather than playing TV game show games. Too much competition in the breakout sessions. Some people are competitive enough without the incentive of a prize.
3 Respondents			

Q18. What did you like best about the retreat?

Count	Percent		
36	100.00%		
Count	Percent		
1	2.78%		A lot of the sessions had potential and I think I learned something in most of them. From my observation, the counting exercise really raised some awareness of working as a team, yet taking ownership of individual pieces. I also think that Eric did a nice job of helping TLG overall to realize what lesson was being taught here. Getting to know other TLG members is great. Even though I dislike having to move around each time we have a break, it does really work.
1	2.78%		Fashion show and the group games. Strength Inventory.
1	2.78%		Getting to know some colleagues on a personal basis.
1	2.78%		good balance of professional development, goal setting and teambuilding
1	2.78%		Good mix of team building/ice breakers vs work related topics. The work topics were good and had variety. Keeping each topic to a two hour max was good.
1	2.78%		I enjoy being around the TLG members; we have a great group. The best part of all of the retreats have been the opportunities get to know each other on a personal level at lunch and between sessions.
1	2.78%		I liked the team building activities.
1	2.78%		I liked the variety of Student Affairs staff members who contributed to the retreat. I liked the Values session, the SDI session, the media session and the teambuilding best.
1	2.78%		I loved all of the team building, being new to the group was sort of scary. Since we did all of the group exercises, I feel very comfortable with everyone.
1	2.78%		I think Monday morning's sessions were the strongest and the ones that we got the most out of. I always look forward to Doug's Overview because it sets the stage for the coming year. I really appreciated not having to stay overnight, that was a major improvement and cost effective. It also really helped with family care issues that become very difficult when we have to stay off site.
1	2.78%		I thought all the of sessions were relevant to our work. I also liked not having to stay over night.

1	2.78%	<input type="text"/>	I'm new, so it was an excellent opportunity to meet others in the Division and to see how so much of what we do is interconnected.
1	2.78%	<input type="text"/>	It was fun. Interaction with others. Each session had takeawys.
1	2.78%	<input type="text"/>	It was good to be among my colleagues and interact with them in a different light.
1	2.78%	<input type="text"/>	Moving around after each break. I got a chance to talk to other managers that I normally would not have talked to.
1	2.78%	<input type="text"/>	Networking opportunities and involvement of several TLG facilitators
1	2.78%	<input type="text"/>	No overnight stay required. Excellent opportunity to interact with other divisional professionals that I normally only see at TLG or normally never visit with.
1	2.78%	<input type="text"/>	Opportunity to hear priorities, concerns, challenges - from leadership and colleagues.
1	2.78%	<input type="text"/>	Overall one of the best TLG retreats that I have attended Enjoyed the evening dinner NOT being at a crowded and noisy restaurant
1	2.78%	<input type="text"/>	Overview of President and VP priorities. I'm glad we saved money and didn't pay for hotel rooms this year. That was a responsible move.
1	2.78%	<input type="text"/>	SDI, Values, and afternoon activity on Monday.
1	2.78%	<input type="text"/>	Since this was my first time attending this retreat, I really enjoyed the teambuilding activities and the networking opportunity.
1	2.78%	<input type="text"/>	Team building, interactive sessions, allowed more time to collaborate with one another and learn from one another.
1	2.78%	<input type="text"/>	Teambuilding activities - very well done this year. Very well thought out and lots of fun. It promoted good morale, and for such a large group, it's important to get to know each other socially to enhance our working relationships.
1	2.78%	<input type="text"/>	Teambuilding I like that the VP doesn't "take over" but lets the group act as a team
1	2.78%	<input type="text"/>	The energy of the group and their engagement in all of the activities.
1	2.78%	<input type="text"/>	The evening activity and dinner let us get to know each other on a more personal level.
1	2.78%	<input type="text"/>	The interactive activites with teams, help us to remember the values.
1	2.78%	<input type="text"/>	The networking and the Reality Show Competition
1	2.78%	<input type="text"/>	The opportunity to hear the priorities for the year was helpful. I especially liked the team building activities and the time we worked in small groups. It allowed me the opportunity to get to know others in the division. I also enjoyed the job description values session and since my job was one that we reviewed, it gave me a lot of insight into what others expect from me.
1	2.78%	<input type="text"/>	The opportunity to see SA colleagues and spend time with them in a fun, interactive setting.
1	2.78%	<input type="text"/>	The presentations were germain to my job.
1	2.78%	<input type="text"/>	The proximity of the location and the ability to network with my colleagues.
1	2.78%	<input type="text"/>	The variety of professional and teambuilding presentations. The underlying theme throughtout the retreat was one of teambuilding through various means, i.e. presentations and activities.
1	2.78%	<input type="text"/>	This was one of the best TLG retreats. All the presenter were well prepared and engaging! The topics were appropriate. The teambuilders and games were fabulous!
1	2.78%	<input type="text"/>	Uyen Mai and Jeff Hoffman's presentation

36 Respondents

Q19. What recommendations do you have for future retreats?

Count	Percent	
31	100.00%	<input type="text"/>

Count	Percent		
1	3.23%	<input type="text"/>	* A talk on both time and project management. * A talk on business process development. * A talk on "The New Employee and the Unique Vocabulary of CPP" -- when the freeze ends
1	3.23%	<input type="text"/>	A few less topics.
1	3.23%	<input type="text"/>	All the presentations were great, the only one I would make recommendations to is to the "dealing with the media", it was long but full of good information. More hands on

			activities attached to it would be great.
1	3.23%	<input type="checkbox"/>	Can't think of anything now...this retreat was great!
1	3.23%	<input type="checkbox"/>	Continue to provide a variety of presentation techniques. Interactive, video, power point, etc... This keeps us focused at all times...
1	3.23%	<input type="checkbox"/>	Drill down on issues that are going to be key for the year. More interaction with budget in our clusters. It would be good to have cluster discussions and then come together in a large group to share out what we discussed. We're all in this together so it would be good to know that we're all feeling the pain but will work together to get through the difficulties.
1	3.23%	<input type="checkbox"/>	I don't have any at this time
1	3.23%	<input type="checkbox"/>	I enjoyed the interactive workshops. The "working with the press" workshop was well presented, but it was too didactic and long. If all sessions could be as interactive as the others were - that would be great!
1	3.23%	<input type="checkbox"/>	I feel teambuilding was just getting started. We need to build on it.
1	3.23%	<input type="checkbox"/>	I like non-overnight retreats. Still be a little mindful of the ending time for folks with long commutes.
1	3.23%	<input type="checkbox"/>	I think this retreat incorporated a lot of past feedback. I think this retreat was excellent.
1	3.23%	<input type="checkbox"/>	I think we should have more casual/unstructured time to mingle over the meal times. Dinners like last year's visit to the Yard House, or even the year before at the Mission Inn, provided better opportunities to make personal connections with each other.
1	3.23%	<input type="checkbox"/>	I would like to see the retreat go to an overnight retreat with more personal interactions. I'd like to see some issues handled by the bigger group instead of breaking into small groups every single time.
1	3.23%	<input type="checkbox"/>	I'd like to see Doug's overview at the beginning. It provides more of a framework for the coming year and helps me get more out of the sessions. The evening activity, while somewhat amusing made an already long day, much too long. If dinner needs to continue to be a mandatory part of the retreat, then a social hour prior to dinner might be something to try. There was little time to do informal networking or build on the contacts made during the day. Also, presenters needed more time to prepare before the retreat. Lastly Monday's meals were really "pasta heavy". Tuesday's lunch gave us a bit more variety.
1	3.23%	<input type="checkbox"/>	If there are outside speakers , have professional speakers, not other Cal Poly faculty and staff. Otherwise have TLG staff lead sessions and activities. Give clear directions about expectations of session.
1	3.23%	<input type="checkbox"/>	If we do group activities in the sessions, then there needs to be some conclusions drawn at the end. I did not feel that this occurred with the Director Competencies, the Embedding Values; even the SDI helped us identify our color, but not how to work with opposite SDI colors. Also for the evening event, less competition please. Instead make it just a time to relax, reflect on the day and especially explore our surroundings if we are dining in a location that provides opportunity for exploration or learning.
1	3.23%	<input type="checkbox"/>	Keep evening interactive activities to a reasonable level.
1	3.23%	<input type="checkbox"/>	Keep this format. It was great!
1	3.23%	<input type="checkbox"/>	Keep up the fun!
1	3.23%	<input type="checkbox"/>	Keep us stimulated with exciting topics and activities.
1	3.23%	<input type="checkbox"/>	Keeping topics related to the work we do or are going to do is important. Hearing Doug's outlook for the next year is also a key component for me.
1	3.23%	<input type="checkbox"/>	Local area is great Continue with small group activities More on the breakfast menu!
1	3.23%	<input type="checkbox"/>	none at this time.
1	3.23%	<input type="checkbox"/>	None that I can think of at this time.
1	3.23%	<input type="checkbox"/>	Presentations by cluster team members
1	3.23%	<input type="checkbox"/>	Proximity--closer to Cal Poly was well received since we didn't have to do an overnight stay.
1	3.23%	<input type="checkbox"/>	Shorter would be good. I think 2 days is too much!
1	3.23%	<input type="checkbox"/>	Similar format -- a bit more meat - personal professional development and less "team building";
1	3.23%	<input type="checkbox"/>	Stay close to CPP.
1	3.23%	<input type="checkbox"/>	Staying overnight (1 night max). This provides more social interaction which is important in getting to know our fellow TLG members better.
1	3.23%	<input type="checkbox"/>	We may have tried to do a little bit too much in regard to competencies - Not enough time - very rushed. Make certain there is truly enough time for each activity

