

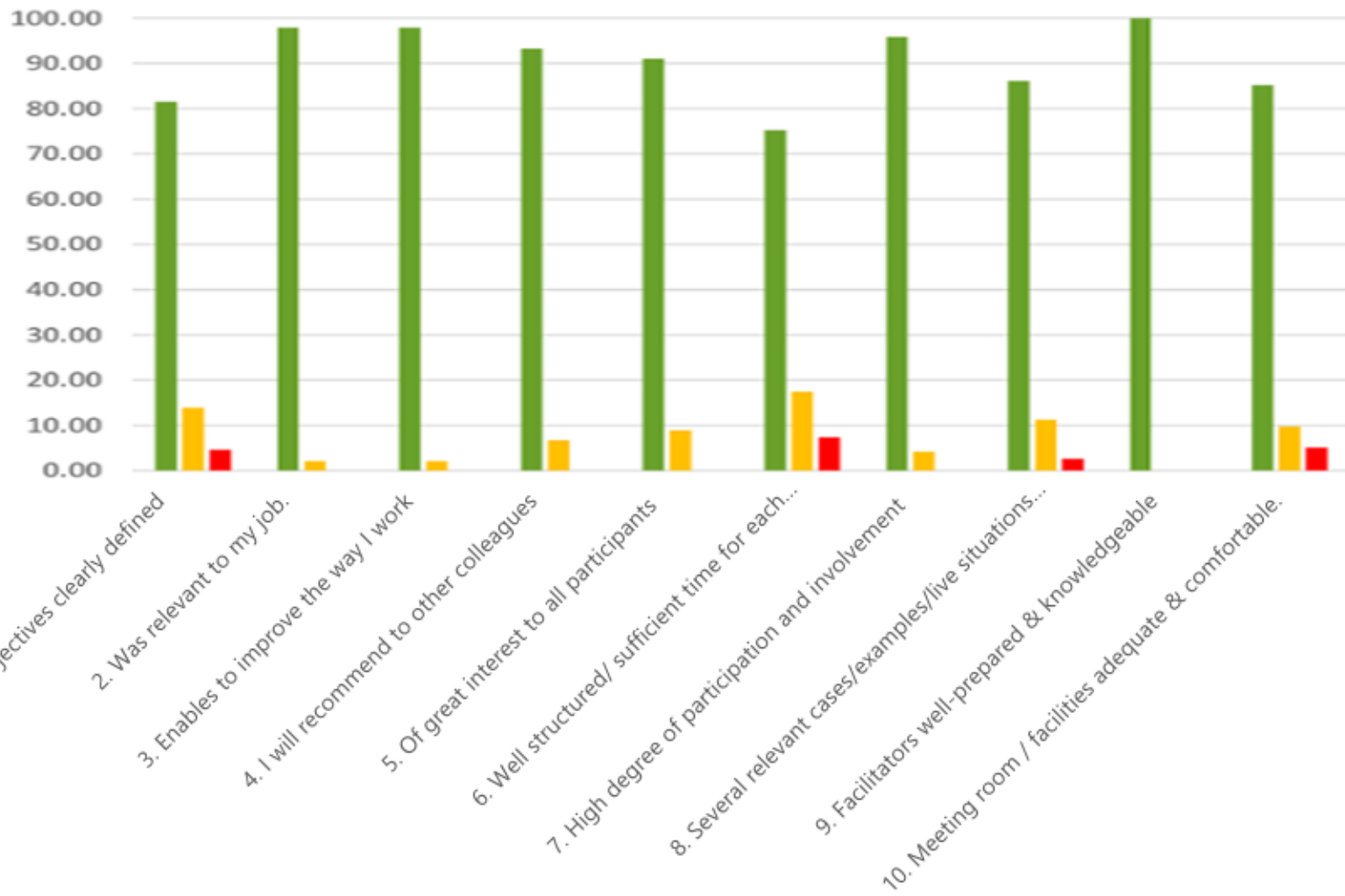
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Aggregate
Programs 1, 2, and 3.

Participants' evaluation and feedback

Participant's Satisfaction – Aggregate Sessions 1, 2 and 3



n = 14

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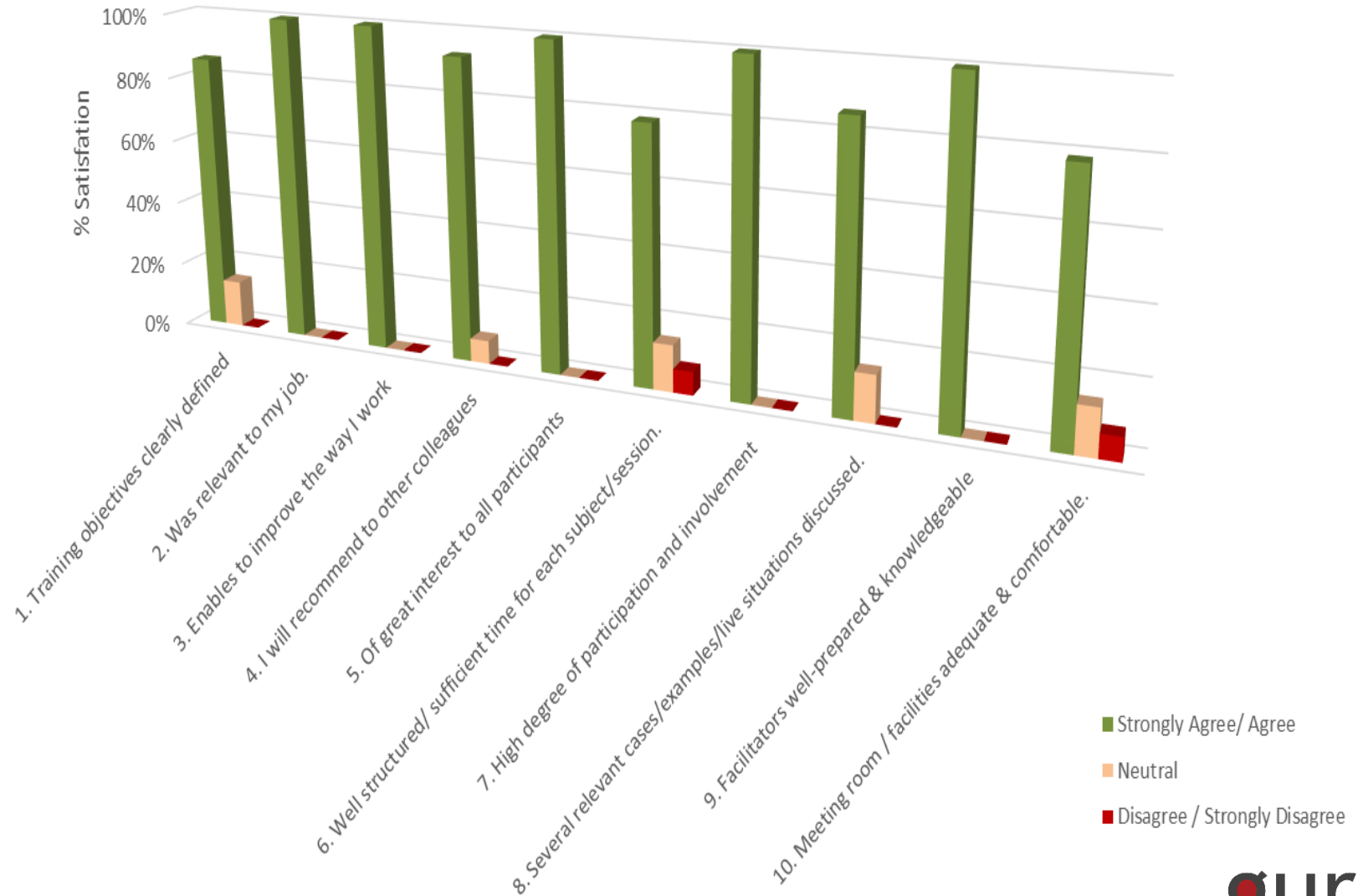
Program 1

11- 14 September 2017

Participants' evaluation and feedback

Participant's Satisfaction - Program 1

4-7 September 2017



n = 14

Program 1

Feedback from Participants

Before the Program.

- Timing of survey needs to consider holiday season.
- Brief Information about the program should be shared with trainees before course
- More clarity on what will happen during the course, perhaps an agenda might go a long way
- Good to have the objectives shared prior as I see the direction of the course only during the first day
- Training Outline should have been shared in advance
- Send information before hand so the purpose, objectives and next steps are clear before the training
- Objectives should be communicated before; now it was not clear why we had this training

During the Program

- Participants are committed
- The Lunch box was not very good. Should be less repetitive

Program 1

Feedback from Participants

Suggestions

- If possible, more practical cases like the Harvard students and the managers' movie
- More condensed program would be more effective. Four days were a bit too lengthy
- Program could be shortened to 3 days. Energy concentration was reduced on Day 4.
- Provide a clearer framework on actually using / monitoring application of the leadership and climate aspects learned.
- I do see the value of this training and the instructors are clearly experienced, but a more structured approach might help to get the most out of the sessions.

Follow up

- I do think that follow up questionnaires and coaching should be part of the program
- So far it is adequate, it would be great to see it through the 6 months before we can think improvements
- It would be great to certify participation after 6 months of the training

General

- Very well presented and coordinated, Great work, thanks , Great Facilitators. I enjoyed all their introductions and interim interventions, You are Professionals, Wonderful job.

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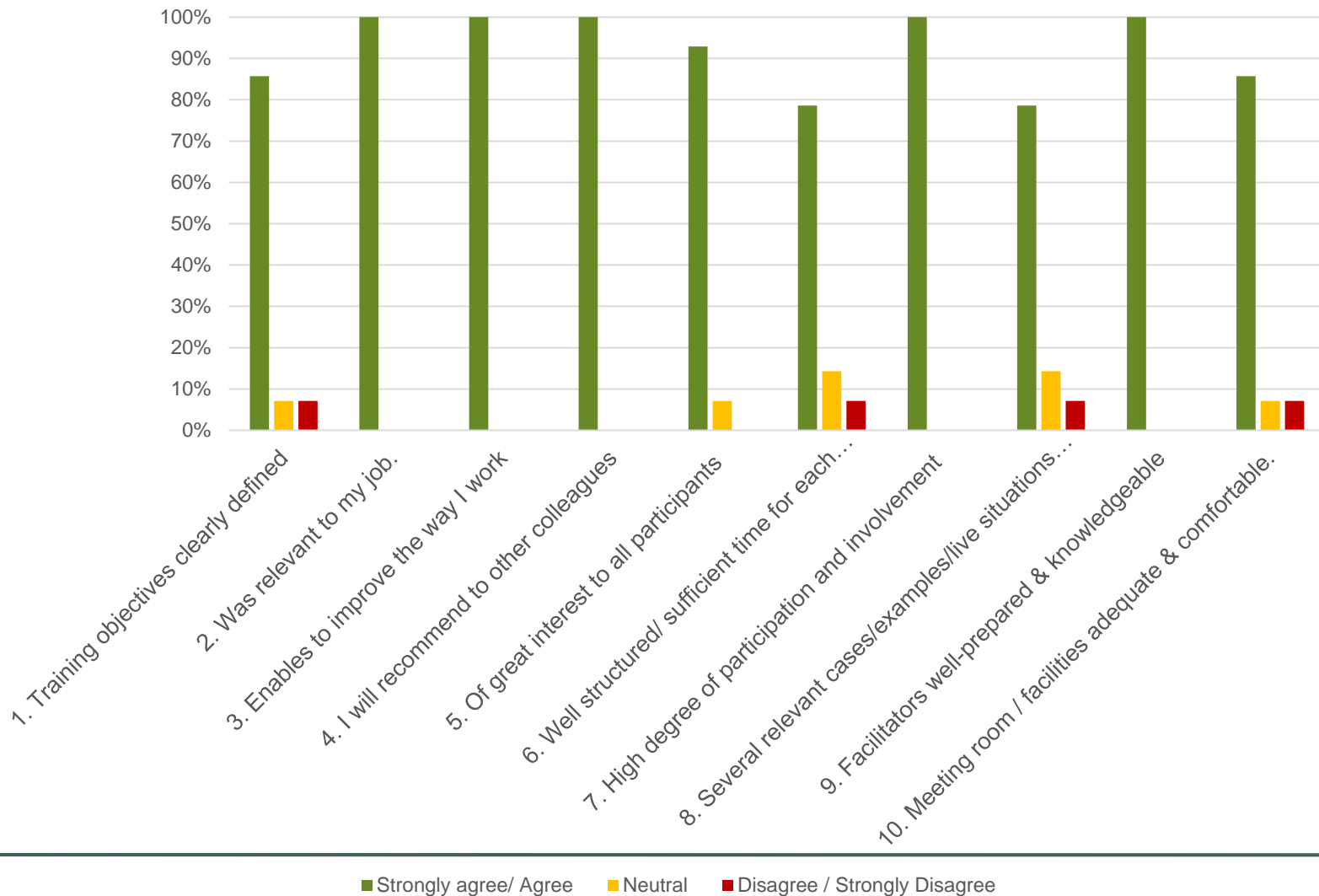
Program 2

11- 14 September 2017

Participants' evaluation and feedback

Participant's Satisfaction - Program 2

11-14 September 2017



n = 14

Program 2

Feedback from Participants

Before the Program.

- I would have preferred more respondents to the feedback surveys (simply for greater validation)
- Guidance and information about the program prior to the start date needs to be clearer and more substantial.

During the Program

- Much better coffee and replace cakes with fruit
- Some of the instructions should be clearer
- The evening group discussions were not perfectly organized
- Much better coffee required

Program 2

Feedback from Participants

Suggestions

- From this program the impression was that the participants may be less limited in leadership skills than their own micro climates/ organizational processes. The shift towards discussing larger areas that needed to be addressed was welcome at the end.

Follow up

- Need to clarify now senior management will take actions forward > the training was provided without much context
- Need to follow up and clarify what and when

General

- It was a fantastic course and clear a lot of thought / effort has gone into the structure and great GGGI is interested in that
- Four days are a bit much to commit to , but these again seem necessary for getting full benefits of the program
- Overall the program was excellent, providing valuable tools and guidance as well as direct feedback for improving performance, management and leadership .
- Thanks to all facilitators

Program 2

Feedback from Participants

Suggestions

- Will be great to have this standardized as a training module for even junior managers (CR can run it locally as half day for his team)
- One outside exercise and get some fresh air and movement
- Balance off the views on only country programs
- Hope the training is available to senior management as well as mid level managers in the organization
- Hope there could be follow up assessment in leadership and organizational climate either 6 months or 1 year later so that the participants can evaluate their progress
- More on cross-cultural awareness and gender dimension. I support women in leadership.
- GGGI should develop an integrated leadership framework outlining the expected behaviors at each level; provide clear expectations on expected culture and behaviors
- Perhaps more time for real world situations > for example deeper dive on culture and relationship styles with role play / examples
- This training should have given more time
- More case studies could have made some concepts clearer
- The time allowed for reviewing the Head of Programs TOR was inefficient, and process a bit too unstructured
- Reduce the time for setting the scene to no more than half day
- Identify organizational case studies to work on in the evening assignment
- Have a comprehensive case study development by program progress
- Have more group activity- as a learning tool- as much as possible

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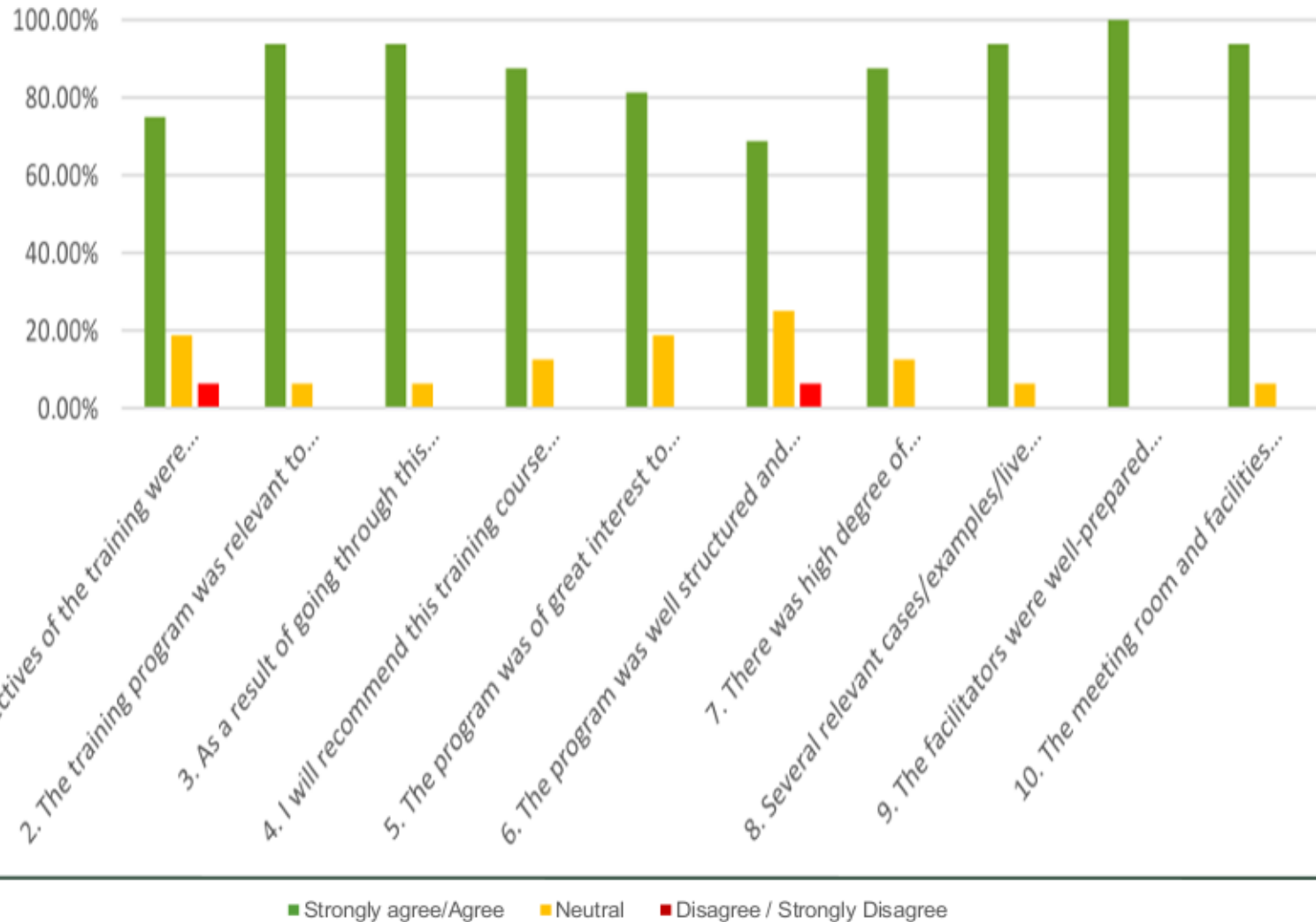
Program 3

5- 8 December 2017

Participants' evaluation and feedback

Participant's Satisfaction

SESSION 3



n = 16

Program Feedback from Participants

Suggestions

Too focused on the pragmatic, maybe because the participants are coming from the pragmatic side

Really great useful experience thank you

Should follow up in 5-6 months should review in 6 months

The shorter is better.

Well structured

Need more time for networking.

Need systematic follow up activities

This is very relevant, topics and case studies aligned to actual plans of GGGI

Follow up of leadership styles once a year.

Senior management team should do this

More focus on general managerial staff.

Objectives are not clear.

Showcase some organization that does it well.

Show us what good looks like.

Top execs need similar/upgraded training

Thank you so much

I came to the program with little expectation, but had the best 4 days.

Little more dedication to individual consultation would be helpful