




CBO MENTOR WORKSHOP

March 5 & 6, 2010

How would you rate the session, "Employee Evaluations?"

Unsatisfactory		0	0%
Poor		0	0%
Average		2	8%
Above Average		9	38%
Excellent		13	54%

Please give examples on how we can improve the session, "Employee Evaluations."

1. Janet did an excellent job covering the aspects of personnel. I would like to see more information on the disciplinary process, though.
2. Would be interesting to talk about the FRISK model or other form of progressive discipline. 360 evaluation is interesting but there are some basics that some of the participants that do not already directly supervise personnel may not know.
3. None.
4. n/a
5. Very nicely done by a clear experienced professional.
6. I would like to see an actual employee evaluation format done with the presentation of the evaluation to the employee as well. The face to face on an easy evaluation (one that is satisfactory) is fine, but what about a challenging one with remediation steps included?
7. n/a
8. n/a
9. Janet was great!



How would you rate the session, "Purchasing & Bidding?"

Unsatisfactory		0	0%
Poor		0	0%
Average		5	21%
Above Average		12	50%
Excellent		7	29%

Please give us examples on how we can improve the session, "Purchasing & Bidding."

1. Not a lot of time on this topic.
2. I think that we were a little rushed and would have liked to go a little slower.
3. I liked the focus on facilities construction contracts since that is a significant area of concern for CBO's.
4. Good information. Very difficult to cover this information in a short time.
5. More time.
6. This topic needs a little more time.
7. More time!
8. Great information in a format easy to share with our purchasing department as an update.
9. n/a
10. No suggestions.
11. This is an area where it would have been great to be able to spend more time. Unless you have been involved in purchasing or have a purchasing department, there is a lot of information that can be hard to come by

How would you rate the session, "Critique of Application Packets?"

Unsatisfactory		0	0%
Poor		0	0%
Average		0	0%
Above Average		11	46%
Excellent		13	54%

Please give us examples on how we can improve the session, "Critique of Application Packets."

1. Great feedback.
2. Carol did an excellent job and I appreciate the amount of time necessary to go through all of those documents and making individualized comments.
3. Although I thought that she was a bit harsh, the severity of the criticism opened the door to a very healthy discussion.
4. Don't worry or spend so much effort on participants hurt feelings.
5. It was very helpful to have the paper screening process clarified.
6. n/a
7. I think Carol is excellent and is a wealth of information. I did make changes that I thought she wanted to my Cover Letter and Resume but it still didn't seem to be acceptable. I worry that I will never meet her standard of excellence -- but I will keep trying!
8. Very nice!
9. I certainly appreciate the feedback on both the cover letter and the resume. It has been a long time since I have done either to this extent. Carol is awesome and very to the point.
10. n/a
11. If there was any way to start this process earlier in the year we could spend more time on improving our resumes and cover letters with additional feedback.
12. The critique that Carol did will help me in future letters and resumes.

How would you rate the session, "Applying for the Position of CBO?"

Unsatisfactory		0	0%
Poor		0	0%
Average		0	0%
Above Average		7	29%
Excellent		17	71%

Please give us examples on how we can improve the session "Applying for the Position of CBO"

1. Liked the role-plays by Bill M. & Ron Bennet
2. I think that we should have discussed negotiations after you get the job.
3. An outstanding presentation. No recommendations for improvement.
4. Some of the most useful material all year.
5. Carol Berg did such an excellent job; not sure how you could improve on that.
6. n/a
7. Great hands on!
8. I wish that I was feeling better and had a chance to practice my own opening and closing responses in front of the class or at least with a table group.
9. n/a
10. No suggestions needed.
11. The mock interviews were great. Very helpful. It was a little hard to hear and see. Maybe move the interview table to the center of the room.
12. You all kept it entertaining even though it is a very serious process. Even though you were nervous, we couldn't tell. Having classmates as guinea pigs was very beneficial to see how nervous we all are going to be.




How would you rate the session, "Your first 100 days?"

Unsatisfactory		0	0%
Poor		0	0%
Average		0	0%
Above Average		9	38%
Excellent		15	62%

Please give examples on how we can improve the session, "Your first 100 days."

1. I'd like to see more "true stories" incorporated into the presentation, if time permits.
2. The basic premise of getting out to your constituent stakeholders was very valuable. I also heard some elements of "break through coaching" which is a very valuable skill to learn.
3. I hope Francie is sending a copy of this presentation.
4. Great session! I had heard this at the CBO Boot Camp and it was worth hearing again (reminded me of all the things I didn't do but will do next time).
5. n/a
6. Always great to hear from Ron and Bill
7. It felt a bit rushed, but heck so is life. I appreciate the way Ron and Bill played off of each other and shared the realities of the job.
8. n/a
9. How can you improve on excellent?
10. These were great tips to even use in my current position.




How would you rate the Graduation session?

Unsatisfactory		0	0%
Poor		0	0%
Average		1	4%
Above Average		6	25%
Excellent		18	75%

Please give examples on how we can improve the Graduation session.

1. Lots of fun
2. It was great guys! Good job!
3. Lot of fun... just enough, not too much. Keep it just like it was.
4. Try to keep Joel focused
5. It was a very nice event, thank you.
6. It was very well done. I thought recognizing each of us made it special.
7. n/a
8. I really enjoyed the personal touch that Joel added by talking about the individual things we said about each other. It was a nice touch!
9. I thought it was great and personalized. I would have liked to see more of the mentors present as they do play a huge part in this program.
10. That was fun. Thank you for allowing us to invite our guests.
11. It was terrific! Joel is the perfect host. He could be a stand up comedian.
12. It was bittersweet. I was relieved that the classes came to an end but I'm going to miss seeing everyone every month. I know we'll see several of you at different events but it won't be the same as the class meetings.

What is your overall rating of the entire CBO Mentor Project?

Unsatisfactory		0	0%
Poor		0	0%
Average		1	4%
Above Average		1	4%
Excellent		22	92%

Please give us examples on how we can improve the CBO Mentor Project.

1. Great program. I really appreciate having been selected and given the opportunity to participate. Thanks.
2. No further suggestions. It's very obvious that you have incorporated the feedback from the last five cohorts. It was well-done and met all of my expectations. Thanks for an excellent learning opportunity. Oh... maybe I'd suggest replacing the batteries in the stop watches before starting each cohort... ;-)
3. Because of the program I feel confident enough to begin on the next leg of the journey. I am so appreciative for all that you have done. Your amazing ability to keep the course fresh and intense is amazing. Other instructors might have burnt out, but I felt as if we were the most important cohort. I wish you all of the best with cohort 7. Thank you again. Scott
4. Some sessions really merited more time. I don't know if you shorten or cut some out, or find a way to extend the course.
5. The program was great and I really learned a lot. Other than the suggestions I've made throughout the year I can't think of any other ways to improve. Thanks for supporting me and the other member of the class.
6. I mentioned this to Bill in closing, but I feel there needed to have either 1 more group project or some opportunity(s) to "hang out" with each other because, unfortunately, there were some people I did not have a chance to get to know. Perhaps that's what the prior year's breakfast accomplished. Maybe run some classes til 4pm on Sat and end class at 8pm on Friday for a "social hour" or add 1 more rotation of a group project? The project is outstanding; I just missed getting to know a few of my classmates - my loss.
7. n/a
8. This program, the participants, the speakers, my mentor and of course Bill, Francie, Bill, Mary and Joel will be part of me forever! The contacts, friendships and knowledge that I received during the last year are invaluable!
9. Great program. I would believe that I learned more because I am a sitting CBO. It allowed me the opportunity to implement the learnings. Not being a CBO would definitely be a disadvantage.
10. I would give more upfront information on how to use the Google docs program as that is an area that I struggled with for quite some time. Keep up the great work as this is truly the best (most comprehensive and relevant) professional development I have been a part of in my 20 years.
11. I learned things that I didn't know that I needed to know. Every session gave me tips on how to handle what I do and who to call for help if it was something I didn't normally do. Great resource/networking for future. Thank you all so much!

12. I wasn't sure if my first submission went through. If so, please disregard this survey results. The first one had comments for most sections. Overall, I loved the Mentor Program; but I am glad to be back at the COE full time.
13. One of the very best training programs I have ever been associated with. Definitely, the best overall for school business and finance. Thank you so much for giving me opportunity to participate this past year! I've learned an incredible amount and will apply to best of my abilities for wherever i am or whatever I do.
14. I can't think of anything. If I do I will e-mail it in the future.
15. This has been an excellent program. It has gotten better as it progressed. Just keep doing what you are doing. It was a great experience. I think it has made me a better CBO, better leader and a better person.
16. It's an excellent program. I would suggest adding a day to get more detail on certain topics such as facilities, liability, purchasing, you might adjust based on the class roster experience. The extra day can be two additional half days on a Friday or you could add 3 or 4 additional half days on Friday. There's a lot info to cover in 10 sessions.