

2007 LEADERSHIP RETREAT; DAY 1 PARTICIPANT EVALUATION SUMMARY

APA citation for this resource: University of Wollongong. (2007). *Distributive Leadership Project: Leadership retreat day 1 participant evaluation summary*. Retrieved <Insert Date>, from <http://www.uow.edu.au/cedir/DistributiveLeadership/>.

Day 1: 19th March, 2007

Session 3: The Importance of Leadership, Resilience and well-being in Leadership.

What aspects of this session did you find most useful relevant?

- The centrality of wellness in what/how we do things! Great session.
- Reminder about importance of balance to wellness.
- Useful transfer of 'circle of life' introductory exercise.
- Timing was good in terms of sequence and in terms of length of time.
- Wellbeing.
- Listening to project.
- Highly interactive.
- Very engaging.
- Wellness model very interesting and practical.
- This session was very useful because it went beyond the work into the emotional/spiritual and physical.
- Didn't engage well with this session – will have to read the paper, will be happy to do the "artistic representation" though.
- Definition of leadership, balance.

Were there aspects of this session that could be improved? If so how?

- More connecting with balance, resilience and autonomy.

Do you have any suggestions, recommendations or comments to make regarding this session?

- Extend the session to explore/identify what these mean for leaders/leadership and those whom they lead.
- Perhaps articulate how emotional etc could be inappropriate.

Session 4: Distributive Leadership, and the Development of Leadership Capacity.

What aspects of this session did you find most useful relevant?

- Overview of leadership in Higher Education.
- Developing understandings of what distributive leadership is and guiding principles.
- Working with others especially those from the 'other' institution.
- The definition ... distinguishing between distributed and distributive.
- Excellent summary of distributive leadership.
- Yes, this was quite useful – the defining of "Distributive leadership is ..."
- Understanding of distributive leadership concept.

- Distributive leadership is a strategy to help with Faculty Teaching and Learning Scholars Project.

Were there aspects of this session that could be improved? If so how?

- Developing distributive models in Higher Education.
- No, ok maybe should have possibly shown a few definitions of what it is vs. what academics perceive.
- Background paper needs to be clearer and more structured.

Do you have any suggestions, recommendations or comments to make regarding this session?

- Distributive leadership very wishy washy – not helpful.
- Rather than start with model start with practical questions. How will you get people involved in your project? Is it 'your' project? Step by step.
- Perhaps make clearer how distributive leadership will/does link to better outcomes for students.
- Maybe "trying out" how our projects "fit" distributive leadership so we can reflect on the fit or lack there of – dealt with in later session!

Session 5: Developing Distributive Leadership.

What aspects of this session did you find most useful relevant?

- Lateral thinking groups brought to the concept, principles and practices of leadership.
- Relevant concept of distributive leadership to specific projects, relating to 4 steps suggested by West-Burnham.
- Creating a learning culture.
- Excellent way to challenge our perceptions and views of distributive leadership and how it could work in practice.
- Terrific presentations some of the points more appropriate to projects.
- Unpacking the components of building capacity.
- The wonderful presentation of my colleagues.
- The creativity of my colleagues.
- Emphasis on the 4 key themes – West Burnham.

Were there aspects of this session that could be improved? If so how?

- More time.
- Bring critique to West-Burnham rather than 'compliance' and fitting in with West-Burnham's ideas.
- Jigsaw a range of views/readings on distributive leadership.

Do you have any suggestions, recommendations or comments to make regarding this session?

- Group times are more fixed.
- Provide time to critique, consider deconstructed views, understandings etc, then move into what we did today which was also very useful.

Session 7: Reflective Journaling

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| What aspects of this session did you find most useful relevant? |
| <ul style="list-style-type: none">• Excellent ideas and guide to journaling.• How to do a reflective journal.• I enjoyed this; it reminded me how I should stop and do this more frequently and regularly.• Good exercise – stretched me but good.• This is quite good – I enjoyed the one-to-one feedback.• Opportunity to reflect.• Really enjoyed the discussion and feedback from colleagues.• Very useful session, I think I will revisit journaling with my students. |
| Were there aspects of this session that could be improved? If so how? |
| None identified. |
| Do you have any suggestions, recommendations or comments to make regarding this session? |
| <ul style="list-style-type: none">• More time allotted.• Very very useful; made me feel comfortable with process. |

Further Comments:

- My expectations were exceeded!
- Less fuzzy theory more practical sharing of our teaching and learning experiences.
- Helped me understand what distributive leadership is about.
- Distributive leadership is a strategy to help me implement, carry out my project.
- Distributive leadership is a strategy for change in the faculty.
- How to be distributive and not just distribute.
- Working through some interesting concepts with a great group of people. Lots of potential. Still unclear about some issues.
- Demystifying distributive leadership.
- Good ideas on how “change” can/should occur.
- Sometimes I’m still not clear as to how distributive leadership will benefit students.
- I very much enjoyed the interaction with colleagues and the discussions about leadership.
- I would appreciate some further insight into the goals of the program.
- I would also appreciate further highlighting of what makes distributive leadership “special” (is it more than the good aspects of other leadership models?).
- Interesting sessions.
- To improve even more – you may care to enhance time for reflection after each session so participants can construct greater personal meaning and then think about how to apply our knowledge to our own projects.
- Distributive leadership is a very fuzzy concept. As it has been explained it does not seem to be a very well developed or rigorous theory of leadership. But the practical discussion with colleagues was invaluable.
- A lot of ground covered. Building a sound base for our projects.
- More time for reflection, going deeper would be useful.

- Good group dynamic – mixing up groups for activities etc worked well.
- Good mix of activities; time spent on each good.
- Opportunity to hear about each other's project at beginning good.
- I enjoyed reflective journal session especially response in writing.
- Productive, engaging, well organised, developed a good 'community' spirit.
- Good start – build on it!
- Things seem well timed.
- The atmosphere seems good.
- The participants are caring about one another.
- The order seems to make sense to me.
- I do not feel so tired as I often do at events such as this.
- I have a clearer idea of the project and how it relates to my project.
- I liked the wheel of fortune – was a good way to meet everyone.
- Good to hear everyone's projects.
- Glad to know difference between distributed and distributive.
- Reflective journal idea is good but writing was challenging for me and then writing on someone else's experience made me feel very inadequate – good to have the discussion afterwards.
- I really enjoyed today's activities and came to a better understanding of distributive leadership! It really exceeded my expectations. Thank you!