



Leadership Management Seminar Affects Leadership Activities of Participants

Survey of Members Who Attended the Leadership Management Seminar 1993-2008

Introduction

Does attendance at the Leadership Management Seminar influence the career path, or community leadership, or Delta Kappa Gamma leadership of our members? Participants in the survey conducted by the 2008-2010 Golden Gift Fund Committee were asked to detail their professional, community and Delta Kappa Gamma leadership positions at the time they attended the Leadership Management Seminar and also their leadership positions in these same three areas since they attended the seminar. They also were asked to submit narrative comments.

All participants in the Leadership Management Seminars from 1993-2008 were surveyed March 2009. Two hundred eighty six (286) members received surveys and one hundred sixty two (162) surveys were returned. 56.6% of the participants responded and their data is included in this report.

The participants' age groups and year of attendance were noted, and the data from the survey were sorted by age and year of attendance. This sorting method allowed for the data to be reported by age groups.

Survey Highlights

Participant Characteristics at the time they attended the seminar

- 16.6% of the attendees were ages 30-49
- 51.2% of the attendees were ages 50-59
- 32.0% of the attendees were over age 60
- 30% of the attendees were retired at the time they attended the seminar

Professional Advancement

- 26% of all the participants reported significant advancement in educational positions and responsibilities since attending the seminar
- 48% of participants ages 30-49 reported significant professional advancement
- 30.5% of participants ages 50-59 reported significant professional advancement
- 8% of participants over age 60 reported significant professional advancement

Community Leadership

- 28% of all participants reported significant advancement in positions of community leadership since attending the seminar
- 37% of participants ages 30-49 reported significant community leadership advancement
- 27% of participants ages 50-59 reported significant community leadership advancement

- 26% of participants over age 60 reported significant community leadership advancement

Delta Kappa Gamma Leadership

- Survey respondents accepted 884 new Delta Kappa Gamma leadership position since attending the seminar. This is an average of 5.46 new positions per participant
- 37% served as or are currently nominated for the position of state president
- 11% held the position of state president at the time they attended the seminar
- 47% have assumed a position as an international officer, committee chair, or committee member
- 48% of ages 30-49 assumed a position as an international officer, committee chair, or committee member
- 51% of ages 50-59 assumed a position as an international officer, committee chair, or committee member
- 66% over age 60 assumed a position as an international officer, committee chair, or committee member

Participant Comments

- 51% of the respondents used the words confident or confidence to describe how the experience affected them
 - ✓ More confident and capable of working on a ‘broader canvas’
 - ✓ Confidence to advance into leadership positions
 - ✓ Confidence to lead meetings
 - ✓ Confidence to present ideas and speak to groups
 - ✓ Confidence in planning and organizing
 - ✓ Confidence in dealing tactfully with different personalities and egos
 - ✓ Confidence to attempt new roles
 - ✓ Confidence in personal strengths and abilities to mentor others
 - ✓ Confidence in working with media
 - ✓ Confidence to work with a variety of professionals in different roles
 - ✓ Confidence to run for a position against a “good ‘ol boy”
 - ✓ Confidence in thinking “outside the box”
 - ✓ Confidence in working on a team
 - ✓ Confidence in interview skills that earned being hired for a new job

Observations about the Leadership Management Seminar Experience

Based on the comments from participants, the Leadership Management Seminar has been a big success! Few negative comments were given. One fourth of the participants advanced in their career and more than one fourth of the participants increased their level of community leadership. Data suggests that attending the seminar significantly affected the willingness of participants to assume Delta Kappa Gamma leadership position. Almost half (47%) of the

respondents assumed elected and/or appointed positions at the international level after they attended the seminar.

It would appear that the earlier in her career a member attends the seminar, the more opportunities for increased leadership in careers, community, and Society. One retired member reported that she wishes she had had this experience earlier in her career as she was sure it would have made a difference. “I regretted that I could not apply while I was still working.” “The seminar took place too late for my university career because I retired just before the event.” “My wish for future applicants apply earlier in their lives, when career advancement is in their future.”

Participation in the seminar encouraged members to seek increased leadership opportunities on community boards and activities. “The seminar gave me the organizational, problem-solving and especially management skills that make me a standout for the many organizations of which I am a member.” “My challenge now is to improve the systems within the groups I am involved.” Respondents reported that they had the confidence to take on positions unfamiliar to them in the community.

Many members said that without the seminar experience they would not have taken on leadership roles beyond the chapter level. “This experience was crucial for me to become a state president.” Another participant said, “It established some wonderful friendships and professional relationships and gave me a Society understanding I never would have had. I hope to serve at the international level some day.”

Conclusions

DKG members in the middle of their careers should be encouraged to apply to participate in the Leadership/Management Seminar. Survey results indicate that the earlier in her career a member attends the seminar, the more opportunity for career advancement there is. This could enable our members to have a much bigger impact on education. Based on survey results, perhaps consideration should be given to an adjusted time frame to enable more mid-career members to participate.

Seminar participants took on many significant additional leadership roles in education, community activities and in DKG after attending the Leadership/Management Seminar. The Leadership/Management Seminar is a worthwhile program to promote leadership growth of members and excellence in education.

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