

Emergent Leader Research

Each event of the training is evaluated and a pre and post assessment is given to all participants establishing the progress of the goals and objective of the Emergent Leaders. There is long-range follow up assessment to determine if the training is still valuable to the participants.

Emergent Leadership Self- Assessment AS A RESULT OF THE EMERGENT LEADERSHIP TRAINING...

I can facilitate collaborative group meetings within my organization.			
Answer Options	Response Percent	Response Count	Mean Score 5 total
No improvement	0.0%	0	0
Limited improvement	9.1%	2	4
Average improvement	31.8%	7	21
Moderately high improvement	54.5%	12	48
Very high improvement	4.5%	1	5
		<i>answered question</i>	22
		<i>skipped question</i>	0
			3.5

I am able to discover opportunities that will advance my organization.			
Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	0.0%	0	0
Average improvement	27.3%	6	18
Moderately high improvement	50.0%	11	44
Very high improvement	22.7%	5	25
		<i>answered question</i>	22
		<i>skipped question</i>	0
			4.0

I am able to identify and implement methods that increase my organization's effectiveness.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	4.5%	1	2
Average improvement	18.2%	4	12
Moderately high improvement	45.5%	10	40
Very high improvement	31.8%	7	35
<i>answered question</i>		22	
<i>skipped question</i>		0	4.0

I have increased my capacity for personal responsibility.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	4.5%	1	2
Average improvement	22.7%	5	15
Moderately high improvement	50.0%	11	44
Very high improvement	22.7%	5	25
<i>answered question</i>		22	
<i>skipped question</i>		0	3.9

My interpersonal relationships are appropriate and effective.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	4.5%	1	1
Limited improvement	0.0%	0	0
Average improvement	45.5%	10	30
Moderately high improvement	31.8%	7	28
Very high improvement	18.2%	4	20
<i>answered question</i>		22	
<i>skipped question</i>		0	3.6

I am skillful at using my body, mind and spirit to be a more authentic leader.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	4.5%	1	2
Average improvement	36.4%	8	24
Moderately high improvement	45.5%	10	40
Very high improvement	13.6%	3	15
<i>answered question</i>		22	
<i>skipped question</i>		0	3.7

I have capacity for navigating conflict.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	13.6%	3	6
Average improvement	22.7%	5	15
Moderately high improvement	27.3%	6	24
Very high improvement	36.4%	8	40
<i>answered question</i>		22	
<i>skipped question</i>		0	3.9

I am effective at addressing the challenges of group dynamics.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	0.0%	0	0
Average improvement	31.8%	7	21
Moderately high improvement	59.1%	13	52
Very high improvement	9.1%	2	10
<i>answered question</i>		22	
<i>skipped question</i>		0	3.8

As a result of the Emergent Leadership Training, I have the capacity to be fully present and available to others.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	4.5%	1	1
Limited improvement	0.0%	0	0
Average improvement	40.9%	9	27
Moderately high improvement	22.7%	5	20
Very high improvement	31.8%	7	35
<i>answered question</i>		22	
<i>skipped question</i>		0	3.8

I engender the development of others.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	9.1%	2	4
Average improvement	45.5%	10	30
Moderately high improvement	31.8%	7	28
Very high improvement	13.6%	3	15
<i>answered question</i>		22	
<i>skipped question</i>		0	3.5

I assist others in their professional development.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	22.7%	5	10
Average improvement	22.7%	5	15
Moderately high improvement	40.9%	9	36
Very high improvement	13.6%	3	15
<i>answered question</i>		22	
<i>skipped question</i>		0	3.5

I engage others in difficult conversations, thereby helping them be responsible for their own work.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	0.0%	0	0
Average improvement	27.3%	6	18
Moderately high improvement	63.6%	14	56
Very high improvement	9.1%	2	10
<i>answered question</i>		22	
<i>skipped question</i>		0	3.8

I am a steward of my organization's resources.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	13.6%	3	6
Average improvement	40.9%	9	27
Moderately high improvement	27.3%	6	24
Very high improvement	18.2%	4	20
<i>answered question</i>		22	
<i>skipped question</i>		0	3.5

I influence my organization toward a more relevant mission.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	4.5%	1	1
Limited improvement	0.0%	0	0
Average improvement	31.8%	7	21
Moderately high improvement	36.4%	8	32
Very high improvement	27.3%	6	30
<i>answered question</i>		22	
<i>skipped question</i>		0	3.8

I influence my organization toward the sustainable advancement of resources.

Answer Options	Response Percent	Response Count	Mean Score 5 Total
No improvement	0.0%	0	0
Limited improvement	13.6%	3	6
Average improvement	45.5%	10	30
Moderately high improvement	31.8%	7	28
Very high improvement	9.1%	2	10
<i>answered question</i>		22	
<i>skipped question</i>		0	3.4

OVER ALL COMMENTS

FOR THE EMERGENT LEADERSHIP TRAINING

- Epic and rejuvenating
- I received more than I originally anticipated. I am so thankful to have been invited and to receive the tutelage of such engaging experts, and interacting with a host of gifted ministers of the gospel from a variety of settings. I am eager to implement these teachings.
- The Bibliography of resources would be helpful. If there is a pattern to the progression of the sessions, might want to make it more clear. First session was overwhelming and not only because it was were 4 days and we getting to know on another. Maybe give participants a better overview of where we are going - explain or at least mention expectation for the time between sessions. If homework is assigned, at least mention it at the next session. Otherwise it feels like busywork. - Maybe with mastery groups.
- The Emergent Leadership training has been a necessity for me. Of course, I had pastoral experience and skills but my experiences and training were never structured in a way as to make the instruction proactive at 100%. The training received and the models studied, when put into practice, will certainly bring my ministry to be effective/especially with the new and challenging ministry I am in. I believe pastors should receive this training to make their ministry more effective. I thank Daryl, Les, Kurt and Sue for their excellency and greatness of their ability to train.
- I knew beforehand that this training would be meaningful to me and I expected that with this training especially. So my expectations were already high. The training was very valuable in solidifying and reclaiming many things I already knew. But know things and consistently using them with effectiveness are two different things. I will use these MUCH MORE now.
- Highly positive. I thing experiencing today brought all three gatherings together. Relationships renewed, built and strengthened through the process and involvement of the District leaders showed the necessity of such a program. This training brought us out of our world and forced us to see beyond - even as we looked inside. We were challenged to see beyond self and ministry which is always a good thing
- I appreciated the Emergent Leadership training. The first session was somewhat difficult to understand and follow. The second session was much better and provided clarity, especially concerning The Cornerstone Factor. It would have been very helpful if some of the information from the second session had been presented at the first session. For example, the gray handout with purple printing on the Cornerstone Factor would have been helpful to receive during the first session, because it would have better prepared me for the second session. The group interaction, learning labs, and relationships established with others were all excellent.
- Regarding my overall experience, I would say that so many questions have been given definitions through this training. I am going back to Baltimore better equipped and confident about the approaches that I need to take in addressing many of those unaddressed issues in my ministry.
- Emergent Leadership was rich training and I will greatly benefit from the concepts learned, tools shared, and opportunity to practice and receive feedback going forward!

- We hit all the targets and I feel I grew substantially in all four of the goals of the training. So it was very relevant, practical, challenging, and will enhance my ministry and lead me to help enhance the ministries of the dozens of folks I train. Thank you.
- Thank you! I learned and grew in key areas of leadership, particularly leading through change, using knowledge of relationship triangles to respond to conflict in a healthier way, balancing being and doing (Cornerstone Factor). I enjoyed the balance of instruction and instructional activities (practical exercises). I appreciate your availability!
- Before the Emergent Leadership Training, I was unaware that I needed it. Looking back on this experience, I realize that I have been blessed by the struggle of breaking down my own leadership style to define ambitious yet attainable goals, guided by incredibly accomplished trainers. I look forward to great hope and change in my future stemming from this rewarding experience.
- Emergent Leadership Training will make me a more effective principal and church leader. It has helped me better understand myself and helped me grow as a leader in groups and as I work in various systems. It was a lot of information, but very helpful. One benefit that I didn't anticipate is the trust level developed within the group that allowed us to share things on a very personal level with each other.
- MMPA was the single most impactful experience of my professional life. EL was a great review of certain aspects of understanding self, groups and systems, but more importantly it brought new insights and learnings to light that continue to challenge and form me. I have always remembered the advice that Ben Eggers gave me almost 25 years ago..."If you ever think you've got it figured out, it's time for you to quit." Thank you for helping me to grow.
- An amazing journey of self-reflection, awareness and learning. All presented in an immediately usable format. As I shared, there isn't a day that goes by that I don't or can't use something that I learned at EL. Leaving today I feel like I'm leaving the Land of Oz but with it all, a new home (purpose), intelligence, heart and courage. I sincerely thank you from the bottom of my heart and pray that you are blessed immeasurably as you continue your journey.
- I would highly recommend this training for anyone. The knowledge and experience gained can and will always be relevant in ALL areas of life, whether personal or professional.
- Very good for personal and professional leadership opportunities. Helped me understand the set of filters and lenses of my own life experiences. This training taught me that if I manage my own leadership I can influence and effect positive change in my own life, work and world. Professionally this training provided opportunity for me to receive many tools for evaluating the stated problem and also see the entire system / culture to address the root problem.
- Excellent well-rounded approach to developing capacity and effectiveness as a leader for participants at various levels of expertise and experience. Good balance of corporate with church situations and direction. Powerful to relate the lessons and research available to the corporate world to those in ministry fields --- impact potential is encouraging and uplifting when the ripple down effect is factored into consideration: all those whose leadership skills have been honed will not only continue to develop and focus, they will influence and help those in organizations, ministries, congregations and schools in their home fields.
- My expectations of the training was just that - training. What I experienced was much more. I think of training as teaching. What I experienced was Leadership Formation. Each segment

taught me new things and gave me new ideas. More than that, it caused me to look inside of myself and to get in touch with things/experiences/attitudes that were either helping or hindering me in my attitude toward leadership and my ability to lead. The structure encouraged the building of relationships of trust. Emergent Leadership Training has become my "quiet place" and the place where I know I am heard and accepted. I am sorry to see it end.

- I feel that Emergent Leadership Training was different than my expectations, so it has been hard to frame it in terms of "meeting" or "not meeting" expectations. Nonetheless, Emergent Leadership Training has allowed me to gain tools that I didn't necessarily think I needed until I started learning them and using them.
- Emergent leader gave me the valuable opportunity to learn from and with people across every aspect of congregational life. The time spent growing with teachers, deaconesses, principals, pastors and laity was a highlight of this course.
- This was an excellent training, and I look forward to how God uses this in my personal life, in the life of the FLGA District, and all those who have participated. I believe this will help the District rise up a new generation of leaders!