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Supervisor Follow-up Survey-College Leadership Program

One or more of your direct reports has recently been enrolled in the College Leadership Program (CLP). This confidential survey is being sent to all participants' managers to assess the effectiveness of this development program. Please answer the following questions concerning the impact that CLP participation has had on your direct report(s)'s performance and/or your operations. You may complete a separate survey for each of your employee participants or combine your answers on one survey. Thank you for your support of the College Leadership Program.

1 * Indicate the number of employees considered in your responses.

- 1
 - 2
 - 3
 - 4 or more
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2 * As a result of attending the CLP, which of the following CLP goals are your CLP participant/direct report applying on the job? Check all that apply.

- Acts according to HCC shared values
- Skilled in effective recruitment/hiring
- Complies with HCC policies, procedures, and guidelines
- Develops the capability and commitment of direct reports

- Enhances/promotes a positive HCC image
 - Fosters a learning-centered college
 - Demonstrates excellent student/customer focus
 - Instills enthusiasm for the HCC mission in the work group
 - Produces results/outcomes that demonstrate financial accountability
 - Aligns efforts with the HCC mission/vision/values and goals
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3 * To what extent has your direct report demonstrated improved supervisory skill as a result of his/her participation in CLP?

- Marked increase
 - Some increase
 - Slight increase
 - No change
 - No opportunity to demonstrate new skills
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4 * What methods do you use to monitor/measure changes in behavior or skill level? Check all that apply.

- Performance Excellence Program (PEP) process
 - Department/college measures
 - Status Reports
 - Surveys
 - Informal one-on-one discussions
 - Observation
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5 If you use a specific measure, please describe.

6 * Describe any barriers that prevent your direct report from applying the knowledge, skills, and tools learned in CLP.

7 * Based on your direct observations of demonstrated skills and knowledge by your CLP participant, would you send other direct reports to the program?

YES NO

8 Other comments about CLP?

9 CLP covers topics such as accountability, PeopleSoft budgeting, EEO/ADA supervisory responsibilities, communication, ethics, performance management, HR policies and procedures, overviews of information technology and inventory control, leadership skills, planning and goal setting, purchasing, risk management, team building, and valuing people. What additional topics (currently not covered in CLP) do new supervisors, managers, or department chairs need in order to succeed?

10 * Are you a graduate of the College Leadership Program?

YES NO

A blue arrow-shaped button with the word "SUBMIT" in white capital letters.