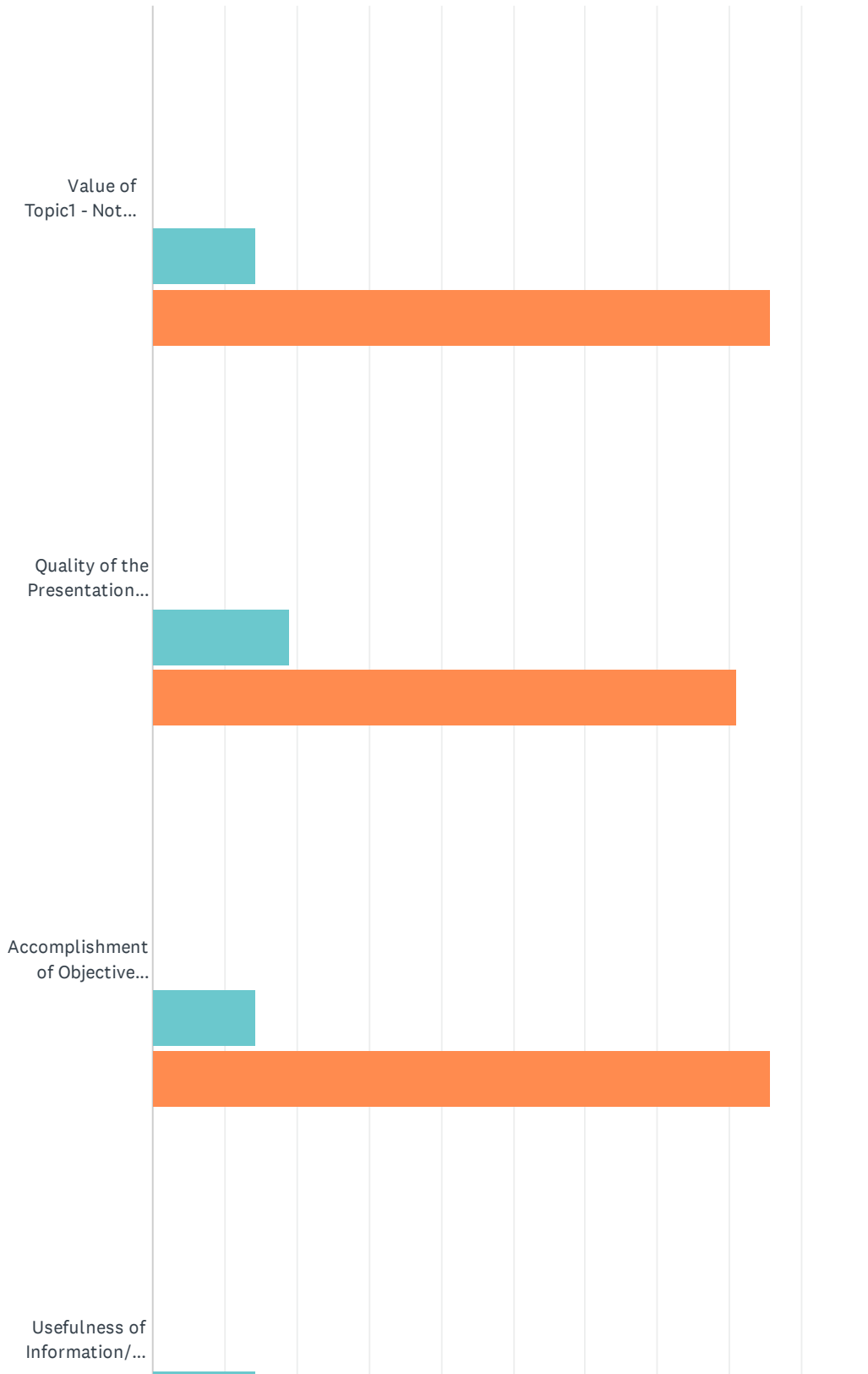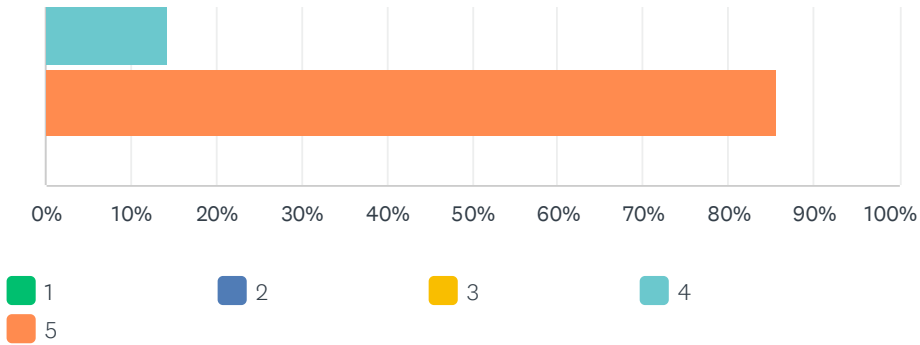# Q1 Friday, August 5, 2022: Organizational Change ManagementRogersSession Evaluation Form

Answered: 21   Skipped: 0

APGO Scholars and Leaders August 2022 Sessions Day 2-FRIDAY

	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Value of Topic1 - Not valuable5 - Very valuable	0.00% 0	0.00% 0	0.00% 0	14.29% 3	85.71% 18	21	4.86
Quality of the Presentation and Facilitation1 - Low quality5 - High quality	0.00% 0	0.00% 0	0.00% 0	19.05% 4	80.95% 17	21	4.81
Accomplishment of Objectives1 - Objectives were not accomplished5 - Objectives were well accomplished	0.00% 0	0.00% 0	0.00% 0	14.29% 3	85.71% 18	21	4.86
Usefulness of Information/Skill in my Educational Responsibilities1 - Not useful5 - Very useful	0.00% 0	0.00% 0	0.00% 0	14.29% 3	85.71% 18	21	4.86

#	COMMENTS FOR ORGANIZATIONAL CHANGE MANAGEMENT:	DATE
1	Very much appreciated the opportunity to work through a real-life example from one of our colleagues because it really solidified the material. Would love to see this session held earlier in ASL - many of us are hoping to make curricular or other changes at our institutions, and this is not something routinely covered in UME/GME.	8/5/2022 11:29 PM
2	Dynamic, charismatic speaker. Added to my leadership toolbox, how to consider all angles when working on a problem/leading through change.	8/5/2022 11:21 PM
3	Great session! Dr. Rogers was engaging and a compelling speaker. The small group activity was very helpful with useful practice and generated great group thinking. Favorite session of the program	8/5/2022 9:12 PM
4	It was excellent in helping me map out a career plan for change in our residency	8/5/2022 8:33 PM
5	This was a great session! I didn't realize there were so many aspects to consider when trying to institute organizational change, including potential barriers and mistakes, as well as strategies for success!	8/5/2022 6:30 PM
6	This is a very important topic and Dr. Rogers is clearly an expert. His humor and candor were appreciated. Only feedback for improvement is to consider the use of religious/church based comparisons. This could be modified to be inclusive of members from all religious backgrounds.	8/5/2022 5:38 PM
7	Not a topic I even realized I needed to learn about, but it was so incredibly useful and pertinent. I really liked the steps process and the prereading on common pitfalls was great. Very helpful to get to hear about different problems people face and work through the steps.	8/5/2022 5:22 PM
8	Dr. Rogers is an incredible speaker with a vast knowledge on this topic. He clearly had a lot to share and delivered the information in a fun and often funny way. The exercise to work through one problem using the model he provided was incredibly helpful. My only feedback would be to consider given this maybe in March. Some of our ASL projects are about changing curriculum or systems and having this lecture earlier might set us up better for success with our projects.	8/5/2022 5:20 PM
9	I really enjoyed this session. Appreciate the Dr. Rogers' sense of humor and sharing his experiences. I also got a lot out of the activity.	8/5/2022 5:11 PM
10	It was great to work through the Change Mgmt strategies for a real scenario and help a	8/5/2022 4:54 PM

|	colleague. This was a terrific way to assist as in the skills needed for the Leadership part of ASL.	
11	Loved the speaker's content and this topic. This was really helpful and I really enjoyed this mind blowing topic.	8/5/2022 4:53 PM
12	Dr. Rogers was a really engaging speaker. It was hard to sit for such a long time since the session was not as interactive, especially for the first part.	8/5/2022 4:47 PM
13	I really liked the slides / lecture portion, but it was a little long	8/5/2022 4:47 PM
14	wow. Great session - such great delivery !! The frame work that was rolled out was practical and relatable. The exercise paired well with that and doing that immediately following the review of the concepts was great. He was facile at engaging us periodically while delivering the information. Such a great speaker.	8/5/2022 4:45 PM
15	The session was valuable in terms of content. The material was a bit general and was repeated a few times despite being general and simple to grasp. If it is going to be at this level of general/simple, it could have been condensed. Likewise, if the session is going to take as long as it did, maybe go into more detail and give some expert modeling example rather than anecdotal storytelling during the presentation which was nice to listen to and can benefit from a bit more structure. The small group learning should have been done in groups of 2 or 3 because (as predicted) we spent too much time just deciding what project to tackle. And when the reporting back to the big group happened, a 3-4min time limit should have been imposed because it took too long and was easy to lose interest in 1 person's particular problem especially when can't be generalized to my experiences.	8/5/2022 4:25 PM
16	Great speaker, can tell he would be beloved by his colleagues. Flow was excellent, well organized, breakout was awesome!	8/5/2022 4:06 PM
17	Fantastic lecture and small group work. Loved the talk. It was SO helpful. Please keep teaching this session every year. Thank you for all the book recommendations. Thank you for giving enough time to go through the process of working toward making a change. This was my favorite session out of Thursday and Friday	8/5/2022 4:06 PM

Q2 N/A

Answered: 0   Skipped: 21

⚠ No matching responses.
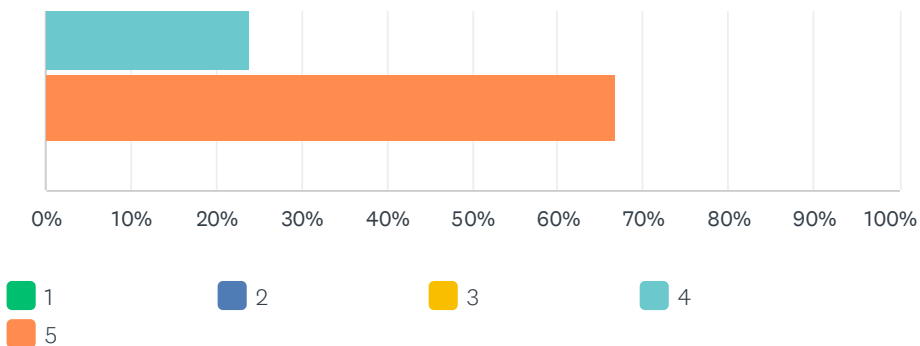
ANSWER CHOICES	RESPONSES	
I did not attend this session.	0.00%	0
TOTAL		0

Q3 Friday, August 5, 2022: Feedback and CoachingBienstock, HueppchenSession Evaluation Form
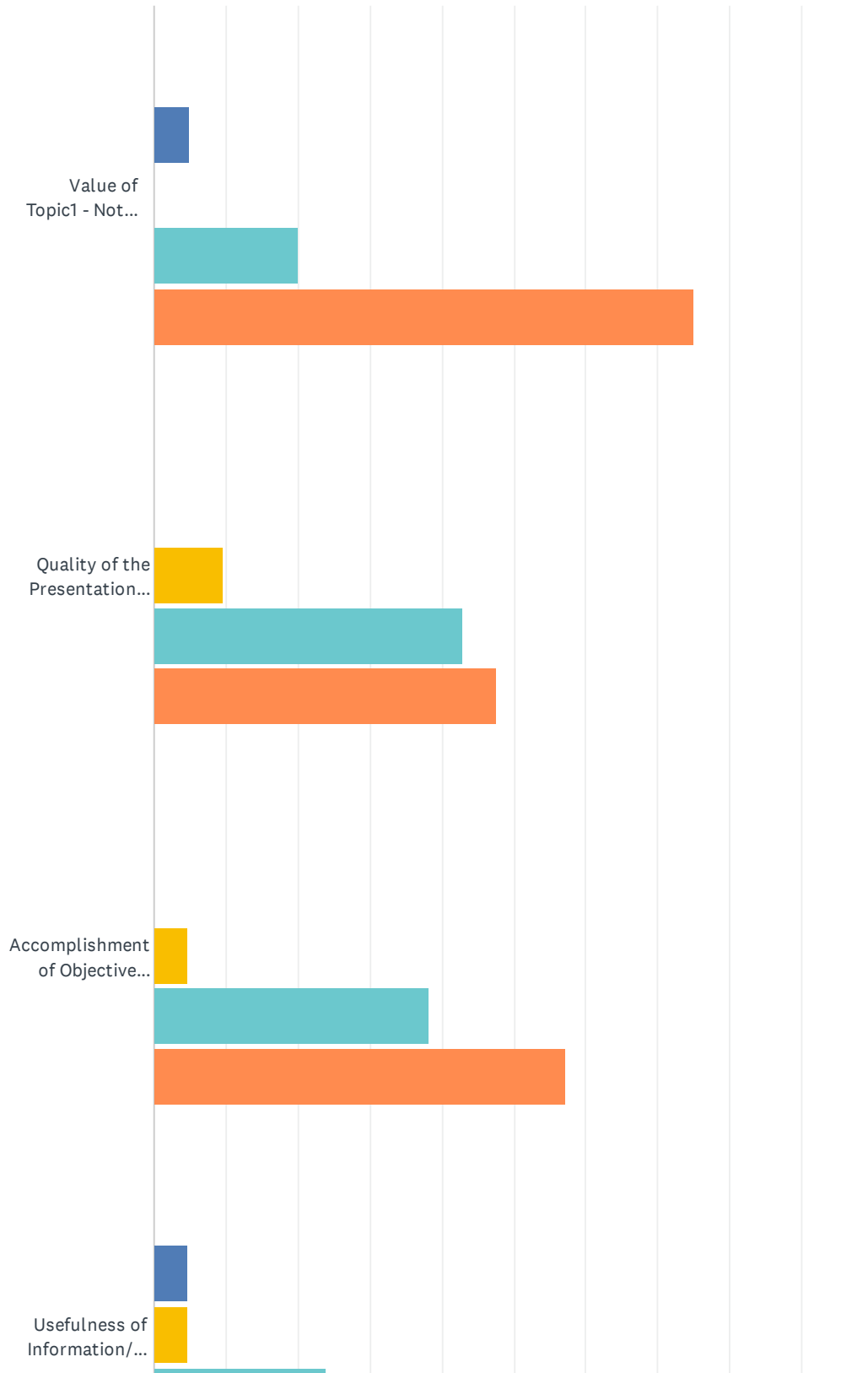
Answered: 21   Skipped: 0

APGO Scholars and Leaders August 2022 Sessions Day 2-FRIDY

						TOTAL	WEIGHTED AVERAGE
	1	**2**	**3**	**4**	**5**		
Value of Topic1 - Not valuable5 - Very valuable	0.00% 0	5.00% 1	0.00% 0	20.00% 4	75.00% 15	20	4.65
Quality of the Presentation and Facilitation1 - Low quality5 - High quality	0.00% 0	0.00% 0	9.52% 2	42.86% 9	47.62% 10	21	4.38
Accomplishment of Objectives1 - Objectives were not accomplished5 - Objectives were well accomplished	0.00% 0	0.00% 0	4.76% 1	38.10% 8	57.14% 12	21	4.52
Usefulness of Information/Skill in my Educational Responsibilities1 - Not useful5 - Very useful	0.00% 0	4.76% 1	4.76% 1	23.81% 5	66.67% 14	21	4.52

#	COMMENTS FOR FEEDBACK AND COACHING:	DATE
1	I appreciated the opportunity to brainstorm advantages and pitfalls of feedback, but after the brainstorm session, some of the slide content was redundant or could be more quickly reviewed.	8/5/2022 11:29 PM
2	I would have liked more time to learn about coaching as this is a newer concept to me. Feedback is a constant struggle and I appreciated the opportunity to work on it with peers.	8/5/2022 11:21 PM
3	I appreciated the coaching portion as that was not something I had any knowledge about. Unfortunately the feedback information and practice activities were things I had done many times in the past	8/5/2022 9:12 PM
4	Coaching still feels more like therapy and difficult for faculty to do with residents.	8/5/2022 8:33 PM
5	Great session! Because most of us are very familiar with feedback, but have less familiarity with coaching, it may be a good idea to devote a little more time to coaching, specifically to explain its purpose and rationale. I think there may have been a little bit of confusion over the differences between what feedback and coaching look like, as well as their respective purposes and goals. I think having a session demonstrating/ modeling effective coaching would be helpful to help illustrate its purpose and highlight its difference from feedback. I also like the idea of using the same scenario, but having us do a feedback session, and then switching and doing a coaching session.	8/5/2022 6:30 PM
6	This is an extremely valuable topic. Establishing baseline knowledge on feedback may be important to tailor this tlk. Feedback and coaching is a lot to cover in one 3 hours presentation. While I appreciate the overview, I would have liked to spend more time on coaching and those underrepresented in medicine.	8/5/2022 5:38 PM
7	Recommend more background and tips on coaching prior to breaking up into pairs and going through the scenarios. Would appreciate tips on things to avoid with feedback as well.	8/5/2022 5:33 PM
8	I liked the interactive role-play nature of this since both feedback and coaching are such interpersonal and communication based skills. It was a good overview of the info with the role-play breaks well timed to keep us engaged. Very good scenarios for the feedback. Definitely can take this info home.	8/5/2022 5:22 PM
9	Only as a reminder (not my idea): have participants do feedback v coaching in the improv so it is easier to compare and contrast. To start our coaching program at my institution the coaches	8/5/2022 5:20 PM

did an observed coaching session of one faculty before offering the service to the residents. And as part of my own coaching program, we are invited to watch others (who volunteer to be coached publicly) get coached. Often we all face the same problems - watching someone else work through a challenge helps you evaluate your own challenges. Consider doing an observed coaching session so everyone gets the gist of what coaching really means. Even a video would be helpful as many people don't know a lot about coaching.

10	The portion on coaching was harder to process than the portion on feedback since it's a new concept. Perhaps adding examples of that demonstrate the difference between feedback and coaching then kicking off the activity would be helpful.	8/5/2022 5:11 PM
11	Please provide a model coaching video response to the scenarios	8/5/2022 4:56 PM
12	Loved the scenarios that we worked through-- they were the right level of challenge for CDs and PDs. It would have been great to have more dedicated coaching time. Highlighting the difference between feedback and coaching and creating a space for transition. Love the "tell me more..."	8/5/2022 4:54 PM
13	I wish we had more time to set up coaching and go through the different coaching models. I feel like the exercise was very difficult to complete because I hadn't really figured out what a coach was. This was the newest concept of the afternoon and it was briefly introduced.	8/5/2022 4:53 PM
14	I wish we had spent much more time on coaching- I think many of us have reviewed giving feedback extensively. It felt like that portion of the session was very redundant. I felt like having less time for coaching and having it at the end of the day made it less impactful.	8/5/2022 4:47 PM
15	Coaching needs more time. Feedback could have been shorter. I also would loved more on how to do non-biased assessment / feedback (or write it) - ie best practices. It didn't feel like enough to just say 'bias exists' - would loved more group share on this.	8/5/2022 4:47 PM
16	Wish we had gone into strengths a little more. To be able to utilize our Clifton strengths in leadership.	8/5/2022 4:46 PM
17	Practical/didactic information was good. Exercises were really helpful and appreciate the intermittent discussion. Did a great job allow just the right amount of space and time for our discussion. Thanks to "Thelma and Louise" of the day ;) nice job	8/5/2022 4:45 PM
18	I liked the tag team presentation. The feedback session was introduced as a train the trainer approach but ended up more talking about how to actually give feedback (esp from senior to junior) and did not focus as much on a train the trainer. This was an opportunity to teach us how to teach other faculty to give feedback. The small group improv could have been an excercise at planning a faculty development session on teaching faculty how to give feedback or brainstorm ways how to teach a faculty member who says "the student was great!" how to give better feedback. It did not effectively meet the objective of train the trainer though. Just as a session on how to give feedback in general, it was well done and role play cases were good.	8/5/2022 4:25 PM
19	Great dynamic between speakers, perhaps ppt could be shortened to allow for more time for improv. Nice to have different models for feedback. Open discussions were most effective learning.	8/5/2022 4:06 PM
20	Fabulous session. These topics are so relevant to our everyday lives. Really enjoyed the improv	8/5/2022 4:06 PM

Q4 N/A

Answered: 0   Skipped: 21

⚠ No matching responses.

ANSWER CHOICES	RESPONSES	
I did not attend this session.	0.00%	0
TOTAL		0