

Program Evaluation

Quality of program materials (as evidenced by relevance, substance and readability)

5	4	3	2	1	0	Avg
5	6	0	0	0	0	4.5

Effectiveness of the discussion leader: Knowledge of subject matter

5	4	3	2	1	0	Avg
11	0	0	0	0	0	5.0

Effectiveness of the discussion leader: Presentation skills

5	4	3	2	1	0	Avg
11	0	0	0	0	0	5.0

Effectiveness of the discussion leader: Enthusiasm for the program

5	4	3	2	1	0	Avg
11	0	0	0	0	0	5.0

What characteristics did you appreciate most in the Discussion Leader? Suggest ways he/she could improve his/her effectiveness.

I enjoyed Jeff's interaction with the participants and made us a part of the program instead of speaking at us for 2 days.

Very good at engaging the group, and facilitating group discussions.

Jeff was very enthusiastic and knowledgeable. He was able to generate lots of in-class discussion which added to the course's effectiveness.

Was engaging and kept material moving along. Also kept everyone involved

Jeff encouraged participation and showed a great enthusiasm for his job. He had real world, personal examples which we, as accountants, could relate to. The love of his job was obvious and made the sessions much more enjoyable.

Jeff was very personable and a great speaker. He was engaging during group discussions and made sure everyone participated.

Discussion of real life examples and discussions.

The best part of the program was that the leader kept us involved either through discussion or interactive scenarios.

Discussion leader facilitated good discussions and was able to draw on his own personal experiences and those from the group to illustrate the various subject. He did a very good job.

He seemed to have a passion for what he was teaching. Good instructor.

He ability to link the subject with his own past experience in accounting. He could relate to the things we would face in our offices.

Program Evaluation

Please describe any other observations or recommendations that you may have about the program.

I enjoyed the program immensely. We seemed to get through the materials without needing to rush at the end of the second day, which is rare.

The program was great - the perfect length for the material covered. No suggestions.

Using several different mediums of teaching (i.e. class discussions, workpapers, videos, self-assessments) helped keep people focus and was much more effective than 8 hours of lecture.

Additional activities/role play

I enjoyed the course and I would not change it.

Starting at 8am is too early.

Very hands on. Everyone was able to participate. I liked that most.

n/a

Number of months you have been in public accounting

	<u># Responses</u>
49 - 60	3
61 - 72	2
Over 72	6

Topical Evaluation

Characteristics and Skills of a Manager: Rating

5	4	3	2	1	0	Avg
7	4	0	0	0	0	4.6

Characteristics and Skills of a Manager: Time Spent

	<u># Responses</u>
OK	11

Teamwork and Collaboration: Rating

5	4	3	2	1	0	Avg
6	5	0	0	0	0	4.5

Teamwork and Collaboration: Time Spent

	<u># Responses</u>
OK	10
Too Little	1

Project Management: Rating

5	4	3	2	1	0	Avg
7	3	1	0	0	0	4.5

Project Management: Time Spent

	<u># Responses</u>
OK	10
Too Much	1

Motivation of Team Members: Rating

5	4	3	2	1	0	Avg
6	4	1	0	0	0	4.5

Motivation of Team Members: Time Spent

	<u># Responses</u>
OK	10
Too Little	1

Communication - Conflict Management: Rating

5	4	3	2	1	0	Avg
9	2	0	0	0	0	4.8

Communication - Conflict Management: Time Spent

	<u># Responses</u>
OK	10
Too Little	1

Time Management and Organization: Rating

5	4	3	2	1	0	Avg
7	4	0	0	0	0	4.6

Topical Evaluation

Time Management and Organization: Time Spent

	<u># Responses</u>
OK	8
Too Little	2
Too Much	1

Implementation of New Manager Skills: Rating

<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>	<u>0</u>	<u>Avg</u>
4	7	0	0	0	0	4.4

Implementation of New Manager Skills: Time Spent

	<u># Responses</u>
OK	8
Too Little	3

If you rated topics low, indicate any that were not relevant to your needs:

If you rated topics low, indicate any that were too elementary:

Time Management and Organization

If you rated topics low, indicate any that were too advanced:

Observations about the course:

The only topic, if any, that may not be totally applicable to me (tax), would have been the project management since all tax engagements are done by one person. Although we interact with our audit pals, we are not the leaders. I still found the topic very interesting and could use those skills in the future.

Great class, interesting and educational.

Great course. Jeff identified what the group wanted to made all of the info relevant

Good course. Feel it will help me as a manager

This was a great course. I would hope there would some sort of follow up course.

Very well presented, would recommend additional role play activities for conflict management and business development.

I really enjoyed the course. I thought the 2 days were well spent. Many things were brought to my attention that I feel will help me in the long run of my career.

Fairly useful course. It would be good if there were follow up groups to encourage the implementation of the topics discussed at the seminar.

The topics were very relevant

Very important course for people moving into management positions. Great materials! I really felt like I had a starting place for how to manage.

Topical Evaluation

Please suggest any additional topics that would be relevant to someone at this state of their career:

Cannot think of any at this point.

common difficulties / hurdles that individuals encounter at this point

More detailed discussion of feedback and giving quality feedback

More time spent on firm development and networking.

I think the instructor covered all relevant topics.

n/a

Wednesday Night

Quality of food/service:

5	4	3	2	1	0	Avg
0	9	1	1	0	0	3.7

Facility

5	4	3	2	1	0	Avg
7	4	0	0	0	0	4.6

Comments:

No comments

Enjoyed cocktail mixer, buffet food not so great.

It was good that this night was somewhat low key. Everyone was a bit tired from traveling all day and it was a good time to both relax and meet everyone.

The buffet food at the resort is low quality.

None

n/a

Thursday Night

Quality of food/service:

5	4	3	2	1	0	Avg
6	5	0	0	0	0	4.5

Facility

5	4	3	2	1	0	Avg
6	5	0	0	0	0	4.5

Comments:

Glad we ate at a different restaurant on Thursday night. The buffet routine was getting tiresome and the food (mostly breakfast) could have been better.

Great social time and dinner.

It was really nice to get away from the buffet and have a great meal.

This was well put together.

The food at the country club was excellent.

None

n/a

Evaluation of Facility

Meeting Room

5	4	3	2	1	0	Avg
2	5	4	0	0	0	3.8

Sleeping Room

5	4	3	2	1	0	Avg
9	2	0	0	0	0	4.8

Group Meals

5	4	3	2	1	0	Avg
4	5	0	2	0	0	4.0

Refreshment Breaks

5	4	3	2	1	0	Avg
5	5	1	0	0	0	4.4

Suggest ways to improve the administration of the program:

No suggestions, I thought the program was run well.

Facility was nice, but room was cold, and buffet food did not agree with me, would rather be able to order from a menu. Sleeping room, wi-fi, and refreshments were great!

The room temperature was cold; other than that it was great.

At times, the large size of the meeting room made it difficult to hear and to have group discussions. Also, having rectangular tables set up in more of a discussion panel layout would have been more conducive to the class size and made group discussions easier.

I thought the whole program was great. The organization was superb.

No items to note - well organized.

More free drink tickets.

It was a little cold in the training room but that's it.