

Cara Operations

Leadership & Teambuilding Workshop Evaluations

Note: This was the entire corporate group for a restaurant chain.

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Informative, intriguing, interesting	
	10		YES- more in depth
	9	People skills information	YES - more training in NLP at a higher level
	10	Enlightening, encouraging, understanding	YES - review of information in order to provide more clarity
	10	Fun, helpful, team builder	YES
	8	Everyone is unique	YES - organization to "have things to keep it alive"
	8	Informative, enlightening, empowerment	YES - another day in one year
	9	Excellent, useful, factual	YES - better communications
	10	Enlightening, bonding, fun	YES - to be able to present this to our franchise partners
	9	Enlightening, safe, fun	YES - more on understanding how to change more, who we are
	8	Knowledge, teambuilding, understanding others	YES
	8	Long, informative, interesting	
	10	Useable, personal, effective	YES
	8	Enlightening, refreshing, self analyzing	
	8	Teambuilding, knowing myself, improve communications	YES
	10		YES - use the tool at work, with friends, family
	8	Insightful, enlightening, enjoyment	YES
	10	Enlightening, helpful, fun	YES - more understanding about interaction between the different groups
	10	Enlightening, fun, motivating	YES - more interaction with smaller teams
	10	Informative, understanding, fantastic	YES - refresher course, instruction integration
	10	Understanding, growth, learning process	YES - have a second workshop to evaluate our process of understanding, check things out, share experience
	10	Interesting, useful, enlightening	YES - usefulness and application of what we learned
	10	Aware, understand, motivated	YES - Keep it alive
	10	Fun, informative, exciting	YES - see how the working relationships with teammates have changed
	9	Great, helpful, jazzy	YES - as we grow, people change.
	10	Enlightening, eye opener, assessment of myself	YES
	8	Revealing, satisfaction, fun	YES - How do I best use the Enneagram in my business and personal life
	10	Knowledge, teambuilding, open communication, fun	YES - updates, new materials, follow ups
	10	Fun, open, awareness	YES - would like more information to keep up
	10	Fun, enlightening, eye opener	YES - Keep it going!
	8	Positive, enlightened, rewarding	
	10	Enlightening, fun, pretty honest	YES - how to "read" people (partners) teammates etc without the benefit of a questionnaire

TEAM

9.3/10

YES

***Names have been deleted to preserve confidentiality.*

Motorola Canada Ltd

Leadership & Teambuilding Workshop Evaluations

Note: This was a Canada-wide sales and marketing team.

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Fun, timely, interesting	Yes - next level and beginner to other teams
	10	Enlightening, fun, informative	Yes - how the different types in our team could better compliment one another
	10	Worthwhile, timely, good	Yes
	8	Interesting, useful, amusing	Yes - negotiation
	10	Excellent, useful, fun	Yes - staff at other levels
	9	Interesting, timely	Yes
	10	Excellent, enlightening	
	10	Very much appreciated	
	9	Encouraging, invigorating, fun	Yes - having the trainer mediate strategy sessions?
	9	Fun, informative, interesting	Yes - Bring these principles deeper in the organization
	8	Enlightening, understanding, fun	Yes - how to evolve to other types
<u>TEAM</u>	<u>9.4/10</u>		<u>YES</u>

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Hydro One Inc

Leadership & Teambuilding Workshop Evaluations

Note: This was a Senior team – Director and VP levels.

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Revealing, reassuring, growing	YES - Reading, advice on change strategies and tactics
	10	Enlightened, knowledge, tools	YES - more advance exploration
	9	Enlightening, rewarding, uplifting	
	9	Interesting, applicable, enlightening	YES - perhaps another workshop
	10		YES - structure and function of teams
	9	Thought-provoking, applicable, rewarding	YES - a follow up at some point in the future to examine progress from the present
	10	Empowering, revealing, improving	YES - spousal workshop
	10	Interesting, fun, insightful	YES - as a couple. Also interested in other reading material and how this will be tied to other corporate training
	8	Enlightening, reflective, fun!	YES - I have taken the coaching course offered by Hydro One and this fits very well
	10	Self-discovery, "a layer off the onion", fulfilling	YES - for the team to follow up
	10	Enlightening, honesty, awareness	
	9	Informative, practical, worthwhile	YES - focus on how to utilize the different styles in the work setting, how to develop. & hot spots
	9	Worthwhile, energizing, provocative	Will have better idea after further reading of workbook and other materials
<u>TEAM</u>	<u>9.5/10</u>		<u>YES</u>

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Hydro One

Leadership & Teambuilding Workshop Evaluations

This was the network operating management team

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Engaging, team, relationship	YES – how did we make out using what we learned
	10	Insightful, gratifying, humbling	YES
	10	Inspiring, educating, interesting	YES – see if we used it to communicate better
	10	Excellent, great, good time	YES - communication
	9	Thought provoking, well done	YES – see Kathy
	10	Interesting, useful, accessible	
	10		YES
	10	Fun, relaxing, insightful	YES – techniques to manage other types
	10	Awareness, timely, fruitful	YES – interacting with different types
	10	Refreshing, informative	YES – follow up to check if lessons were learnt
	8	Educational, enlightening, fun	
	10	Reinforcing, invigorating, helpful	YES – operating networks supervisory team
	10	Enlightening, pleasant, informative	YES – to bring to other staff in department
	9	Enlightening	YES – additional items we parked
	9	Successful, well organized, good	YES - follow up on our accomplishment
	10	Wonderful, enlightening, rewarding	YES – ensure the lessons have been applied
	8	Good, enlightening, warm	YES
	10	Enlightening, fun, challenging	YES – Follow up in a year to measure results
<u>TEAM</u>	<u>9.6/10</u>		<u>YES</u>

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CGC Inc

Leadership & Teambuilding Workshop Evaluations

Note: This was a Canada-wide sales and marketing team.

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Enlightening, tolerance, understanding	YES – filter down to next levels
	10	Enjoyable, enlightening, energetic	YES – apply styles to specific work related situation
	10	Informative, entertaining, fabulous	YES – train more levels
	10	Excellent learning experience	YES – evaluation of A, B, C, D, E
	8	Knowledge, tolerance, understanding	YES
	10	Enlightening, fun, energizing	YES – Three or four of my dept should go through the course
	12	Enlightening, open, beneficial Concrete ideas to improve	YES
	9	Enlightening, interesting, thought-provoking	YES – for others of the organization
	10	Rewarding, best ever, great	YES - Coaching
	10	Energized, progressive, necessary	YES – Suggested reading, books
	10	Stimulating, informative, interesting	YES – Doug Skrepnek will organize this
	9	Good, learning, feedback	YES – to my subordinates
	9	Enlightening, entertaining, learning	YES
	10	Enlightening, rewarding, fun	YES – For my manufacturing team in Western Canada in particular
	8	Interesting, enlightening	YES – to identify whether we have put what we've learned into practice and how to improve on that
	10	Easy, great, fulfilling	YES – courses for our subordinates
	10	An enlightening experience	YES – a course for my subordinates
	10	Dynamic, better understanding, stronger	YES – put the whole company through this workshop
	10	Enlightening, enjoyable	YES – workshops for my department staff
	10	Enlightening, enjoyable, helpful	YES
	10	Energizing, educational, fun	YES – would enjoy this type of seminar for my other businesses
	8	Enlightening, entertaining, interesting	
<u>TEAM</u>	<u>9.7/10</u>		<u>YES</u>

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Ontario Power Authority

Leadership & Teambuilding Workshop Evaluations

Note: This was an entire planning department: VP, Directors, Managers and staff

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Insightful, fun, valuable	YES – going over the work program management systems, the follow up systems with the management team of PSP
	10	Insightful, enlightening, fun	YES- being in multiple styles simultaneously
	8	Educational, helpful, fun	YES – more information about all styles
	10	Understanding, knowledge, insight	
	10	Insightful, new, fun	YES – maybe a post-mortem 9 months to one year later to see how this has impacted our team
	9	Participation, understanding, fun	YES – for large task teams where there is a need for teammates to get to know each other better
	10	Useful. relevant, interesting	
	9	<i>confidential</i>	
	9	Interesting, fun, enlightening	YES – ways to deal with conflict and to speak up
	9	Insightful, affirming, thought-provoking	YES – the proposed summary sheet (that will be sent to Neil) that details how our organization views the Enneagram Leadership Styles
	10	Relaxing, fun, learning	
	9	Interesting, communicative, informative	
	8	Fun, interesting, informative	YES – more information about dynamics between different personalities – benefits/challenges for certain pairs of people
	9	Insightful, fun, focused	
	8	Insightful, entertaining, interactive	
	10	Fun, entertaining, enlightening	YES – nothing specific but perhaps to see how things might have changed in the work environment
	8	Interesting, fun, informative	YES – I would like to find out how to effectively get out of the low side
	9	Well done	
	10	Very very good	
	10	Interactive	YES
	8	Interactive, mingling, balance	
<u>TEAM</u>	<u>9.2/10</u>		<u>YES</u>

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PowerStream Inc

Leadership & Teambuilding Workshop Evaluations

Note: This was for Customer Service and IT departments: Directors, Managers and staff

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	productive, energizing, enlightening	YES - conflict resolution
	10	enlighten, knowledge, excellent	YES-go over/refresh this course, and how to deal with conflict
	10	enlightenment, fun, useful	YES - progress follow up
	8	fun, understanding, educational	YES - communication styles
	8	insightful, interesting, useful	YES - follow up to see how new skills applied
	10	enlightening, balance, teambuilding	
	8	self awareness, enlightened, empowered to apply knowledge	YES-improving communication & effective management
	9	great, fulfilling	YES
	10	enlightening, results, teambuilding	
	10	eye-opening, fun, excellent	YES - providing feedback to staff
	10	enlightening, relevant, teambuilding	YES - anything
	10	positive, understanding, refreshing	YES - application of strengths
	10	at ease, enlightening, enjoyable	
	10		YES - will consider for my team
	10	knowledgeable, interesting, valuable	YES - conflict resolution/feedback
	10	enlightening, self-awareness, educated	YES - communications
	10	educational, enjoyable, stimulating	
	10	revelation, affirmation, awareness	
	10	I think, I know	YES - my staff
<u>TEAM</u>	<u>9.6/10</u>		<u>YES</u>

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PowerStream Inc

Leadership & Teambuilding Workshop Evaluations

Note: This was a Finance team: Directors, Managers and staff

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Informative, helpful, fun	YES - Other groups/departments
	10	Enlightening, self-exposing, enriching	
	8	Fun, insightful, applicable	YES – Running workshop for my our team
	10	Fantastic, fun, valuable learning	YES – Let’s talk
	9	Fun, informative, interactive	
	9	Understanding, helpful, appreciative	YES – Hold a session with my management team
	10	Fun, enlightening, useful	YES – Applying the info from this session. Maybe using this tool elsewhere in the organization
	10	Excellent, informative, helpful	
	10	Helpful, enlightening, fun	
	10	Interesting, open, more	YES – Where I am in a few years? Does my style work? Am I effective as a leader?
<u>TEAM</u>	<u>9.6/10</u>		<u>YES</u>

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Hydro One

Leadership & Teambuilding Workshop Evaluations

This was the kick-off session for a cross functional team formed to deal with a major new initiative.

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Enlightenment, awareness, better communication	YES – a workshop for my department
	10	Enlightening, fun, developmental	YES – keep in touch “What to do with this next week/month/yr
	9	Insightful, productive, fun	
	9	Unique, informative, fun	YES –how to improve the low side tendencies
	8	Interesting, learning, discovering	YES
	10	Excellent, enlightening, rewarding	YES
	10	Entertaining, informative, interactive	YES – for all large project teams
	8	Enjoyable, teambuilding, reinforcement	YES – further analysis
	9		
	8		YES – shorter sessions for more people
	10	Informative, enlightening, intriguing	
	9	Revealing, learning, strengthening	YES
	8	Enlightening, communal, relaxing	
	10	Fun, informative, interesting	YES – good for the whole organization
	10	Interesting, fun, informative	
	8	Satisfying, interesting, enlightening	YES – thinking about it
	10	excellent	YES
	9	Satisfying, fun, education	YES – considering same course for my department
	9	Enervating, self-fulfilling, entertaining	YES – a follow up
	8	interesting	YES – list of team members & types
	8	Fun, self-awareness, teambuilding	
<u>TEAM</u>	<u>9.1</u>		<u>YES</u>

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Hydro One

Leadership & Teambuilding Workshop Evaluations

This was an entire HR department: Director, Managers and staff

<u>** Name</u>	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	8	Enlightening, relaxing, learning	YES – our group, the progress, further facilitation so we don't forget everything we've learned and gained
	8	Reviewing, rejuvenating, thought provoking	
	8	Insightful, personally challenged, engaging	
	10	Captivating, insightful, encouraging	
	9	Surprising, rewarding, promising	YES – in a real issue session, to facilitate and at same time chart/promote Enneagram thinking
	10	Excellent, enlightening, relaxing	YES – to help us develop further. I feel it will bring our group even closer
	10	Engaging, participative, knowledgeable	YES – directional advice in one+ of our next meetings to resolve an issue
	10	Enlightening, energetic, relaxing	YES – as an organization and group not to lose the focus of a team group concept and to follow up and continue with this operating style
	9	Enlightening, new info, diversity	YES – further follow up sessions
	10	Enlightening, satisfying, optimistic	YES – touch base with us to ensure we don't forget what we learned both as an individual. and group level
	8	Informative, inspiring, calming	YES – using the Enneagram to challenge issues within a P&I meeting
	10	Fun, enlightening, optimistic	YES-regarding the team meetings, facilitation would help in the beginning so we don't revert back
	10	Two thumbs up!	YES
<u>TEAM</u>	<u>9.2/10</u>		<u>YES</u>

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Hydro One

Leadership & Teambuilding Workshop Evaluations

This was a planning department: Vice President, Directors, and Managers

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	9	Revealing, fun, interesting	YES – other members of the group I manage
	10	Great, enlightening, would be useful in life	YES
	8	Enlightening, fun	See what the group thinks
	9	Revelation, understanding, fun	YES – think awareness is beneficial and would be a waste to loose
	10	Valuable, helpful, very good	Further understanding and assessment of improvements
	8	Lively, interesting helpful	YES – in work assessment of how to make division improve results
	9	Good, enlightening, short	
	9	Interesting, fun, straight-forward	YES – how to sustain what we've learned
	10	Enjoyable, insightful, entertaining	YES – follow up after a suitable period of time (6-12 months)
	9	Good, fun, help	
	10	Great, informative, awareness	YES
	9	Eye-opener, valuable, fun	YES – how are we using it?
	8	Fun, fun, fun	Not sure
<u>TEAM</u>	<u>9/10</u>		<u>YES</u>

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Cara Operations

Leadership & Teambuilding Workshop Evaluations

Note: This was the governing council for a restaurant chain.

<u>** Name</u>	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	9	Now,me,world	Yes - What's available
	9	Confirming others attitudes	Yes - more of this level because at this level we can influence and affect change for common success
	10	Difference Understanding Approach	
	9	Enlightened perspective, soul searching	
	10	Gaining insight	Yes - Leaders to be able to effectively use the learning need subordinates and peers to obtain the learning as well
	8	Will be useful	
	10	The most knowledgeable I have ever come across	Yes - the full seminar
	9	Educational insightful	Yes
	9	Learning, fun, interaction	Yes - confirmation of my type
	10	Informative, fun, teamwork	Yes
	10	Positive, useful, good relationship	
	10	Fun, self-development, relaxing	Yes - Reinforce understanding of other types in the workplace
	9	Enlightening, inspiring, open	
<u>TEAM</u>	<u>9.4/10</u>		<u>YES</u>

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Hydro One

Leadership & Teambuilding Workshop Evaluations

This was the IM/IT management team

** Name	<u>Evaluation</u>	<u>3 Word Description</u>	<u>Follow Up Suggestions</u>
	10	Good, great, fantastic	YES
	10	Great, very useful, insightful	YES
	10	Helpful, enjoyable, fun	YES – follow up session
	9	Enlightening, fun, learning	YES – application of tool to self and improvement in dealing/working with team members
	9		YES – Tactical workshop on dealing with different types
	10	Fun, important, self	YES – I think it would be a good idea to do a checkpoint in 3-6 months to further build the team and see how the class techniques added value
	10	Excellent, thoughtful, inspiring	YES – how self-assessment is used by yourself, and how it applies to me
	9	Interesting, fun, engaging	
	10	Educational, enjoyable, boost	YES – moving forward with ‘8’ and ‘3’ on our management team
	8	Great, great, great	
	10	Interesting, fun, informative	YES - org
	9	Excellent	YES – further enhancement
<u>TEAM</u>	<u>9.5/10</u>		<u>YES</u>

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