

# Cultural Transformation Training for Managers

August 30, 2011

Survey Item	Scale		
	P o o r	Good	E x c e l l e n t
1. How would you rate your understanding of Cultural Transformation <b>before</b> the training?	2		
2. How would you rate your understanding of Cultural Transformation <b>after</b> the training?	4		
3. Were the objectives of the training clearly stated by the speaker?	Yes 15	No 1	
b. If yes, how well were the stated objectives met?	4		
4. How effectively did Dr. Betances communicate to you during the presentation?	4		
5. How do you rate the speaker's understanding of Cultural Transformation?	5		
6. How would you rate the <b>relevance</b> and <b>usefulness</b> of the information given during the presentation in understanding Cultural Transformation in USDA and AMS?	4		
7. What did you like <b>most</b> about the presentation? <ul style="list-style-type: none"> <li>• "I understand how demographic shifts [affect] an organization".</li> <li>• "Dr. Betances' real world examples".</li> <li>• "The Speaker". (<i>multiple responses</i>)</li> <li>• "Dr. Betances' personal stories".</li> <li>• "Dr. Betances' self-assurance and command of the subject matter".</li> <li>• "Speaker was engaging &amp; provided real examples that everyone could relate to".</li> <li>• "Technique-using real life stories as examples".</li> <li>• "Personable speaker; great stories; drew in the audience</li> <li>• "The manner delivered. Direct application vs. logic theory. Easy flow and understandable".</li> </ul>			

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| <p>8. What did you like <u>least</u> about the presentation?</p> <ul style="list-style-type: none"><li>• "Time-it kind of got rushed towards the end of the presentation".</li><li>• "Use of PowerPoint. I did not believe that it added value to the presentation, except for the videos".</li><li>• "Too many stories about Dr. B and not C.T." (<i>multiple responses</i>)</li><li>• "Long intro."</li><li>• "Seemed to skip over the 'meat' of the presentation to get his personal stories in and sales pitch for book and seminar. Definitely did not like sales pitch".</li><li>• Some stories were a little long. I stayed in suspense wondering where the relation to the subject would enter. Always did though".</li><li>• "Seemed rushed at the end".</li><li>• "The time ran short; background noise for final segment distracted".</li><li>• "The ugly truth of our past".</li><li>• "Too much subject matter for the given timeframe".</li><li>• "Felt like Dr. Betances needed more time".</li><li>• "Too short".</li></ul>   |
| <p>9. What area(s) of the presentation <u>did not</u> receive sufficient coverage?</p> <ul style="list-style-type: none"><li>• "How EEO &amp; Cultural Transformation are different. Could have more detailed discussion".</li><li>• "The speaker slides or PowerPoint, rushed".</li><li>• "Literature review, conclusion or summing up".</li><li>• "Seemed rushed at the end".</li><li>• "The slides in the middle of the presentation weren't covered".</li><li>• "The ones where we skipped slides".</li><li>• "2/3"</li><li>• "When [CT] would be implemented."</li><li>• "Take aways".</li></ul>   |
| <p>10. Please provide comments or general feedback on the Cultural Transformation training.</p> <ul style="list-style-type: none"><li>• "It was great, inspiring, and it increased my awareness of what cultural transformation really is".</li><li>• "I thoroughly enjoyed and benefited from the training. Dr. B. was motivational, but also dissected CT into small pieces, so that I can now understand how the individual person and our perceptions can help or hinder the achieving diversity and inclusion in our organization".</li><li>• "Interesting presenter. I learned more about the presenter than the topic".</li><li>• "I felt it was exceptional. Very good speaker".</li><li>• "This should be offered to all employees".</li><li>• "The training made me aware of things I was taking for granted, or taking [too] lightly. It gave me a good understanding of the scope of the effort".</li><li>• "A lot of time and money spent training people to do things that people should already do".</li><li>• "Overall one of the best training I have experienced. The speaker was excellent &amp; certainly understood [the] subject matter".</li><li>• "Dr. Betances is a very interesting speaker and I wish he would have had more time to spend with us".</li><li>• "I think overall the information was good and useful to understand as a manager. The presenter did a good job providing instructions overall".</li><li>• "Need to give more than just one. Don't wait until next year."</li><li>• "Life changing. Many 'Aha' moments! Will never view others the same again!"</li></ul> |