

Fortune 100 Software Manager Survey Sample

Have you used what you learned since the workshop?	If yes, please describe how.	Is there a business impact from your learnings?	If yes, please describe the business impact.	Has there been a personal impact?	If yes, please describe the impact.	Would you recommend this workshop?
yes	I have plans to use this technique for a meeting when some major changes are made in my group.			yes	I see crossovers into my personal life and how I position myself when I talk to others.	yes
yes	WPPF and Org diagnostics					yes
yes	applied in several meeting designs	yes	Still a bit early to see results. we've been playing around w/ concepts and seeing how and when we'd use them in meetings where we're assisting. Some positive results from initial experiences.	yes	Hard to say. but can't say I wasn't influenced or changed after the experience. Provides another set of tools, framework, and approach to working w/ clients seeking help in meetings. As for recommending this workshop to others. A qualified yes. I wouldn't give a blanket recommendation to many people in R&D. I would highly recommend it for folks w/ interest and some level of experience in leading groups to hold more productive discussions.	yes
no		yes	I feel when I get the opportunity to use this technique that it will help produce better results.	yes	Remembering the importance of taking care of my whole person.	yes
yes	I have used WPPF in Taking the Stage sessions and in a team chartering meeting for a new R&D team (formed as a result of one of R&D's frequent reorgs....). I have also used some WPPF strategies in non-WPPF meetings; for instance 1:1 discussions followed by small group sharing.					yes
yes	I'm trying to apply WPPF in my facilitation opportunities.	no		yes	It reinforced what I've been trying to practice for years - finding work/life balance by honoring my whole person. It validated that need and reinvigorated my efforts.	
yes	Absolutely! Have tried to incorporate it into every facilitated discussion/training that I've had since then.		Not sure if I can evaluate the business impact. I have used it in business situations. We have recognized that folks are open, but not sure if I	yes	I've even used this WPPF in my outside life.	yes
yes	I am currently facilitating the Taking the Stage sessions and I have been using the WPPF method. I have also used this technique for one of my client groups in helping them identify Hopes/Fears due to a recent reorg.	yes	In my role I am attempting to use the different techniques (i.e. storyline, grief cycle, etc) to help me better understand a particular organization that I'm working with.	yes	It helped me become aware of my own health/balance. I determined during this training that I was somewhat out of balance. I've been trying to restore this balance in my personal life by taking better care of myself physically and emotionally.	yes
yes	I have learned how to encourage people with different learning types and approaches.	yes	I have learned how to encourage people with different learning types and approaches.	no		yes

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What did you learn?	What surprised you?	What disappointed you?
I learned that it is good to get the whole person involved in a conversation when you meet. I learned that it is easier for people to express themselves in small groups and then report to the larger group than to expect everyone to speak up in a larger group. You learn more things with the smaller group first. I learned that you get better participation when everyone meets in a circle. I learned that sometimes you just have to give people quiet time to let them gather their thoughts and then speak.	The first day I was very skeptical. The second day I saw true benefits from conducting meetings this way.	That I can't find more rooms where I can meet with people in a circle.
Reinforced concepts learned before	Nothing	Nothing
overview WPPF, methods, intent, and distinction from OST	simplicity of design, effort involved in design, and conscious aspects of design. No rules, but creating situation which increases likelihood that participants adopt behavior that enables them to be productive.	would like to see Birgitt facilitate a session where participants aren't listening respectfully. What do you do when things deviate from the productive path? More time to get better understanding. Opportunities to experience it.
The importance of the whole person being involved in decision making and input towards ideas.	How easily people accept and participate in this technique.	Nothing.
I learned more about the reasoning behind some of the methodology and why it works.	I am more confident about using WPPF meeting methodology when I know more about why certain strategies work.	I was disappointed that the session on organization health and balance was collapsed into a shorter time frame.
I learned about different learning styles (in addition to left-brain vs right-brain)	not much	That I got pulled out most of one day by work
Reinforcement of WPPF.		It was a lot of time to be out of the office during that part of the year. Not really sure when a better time would be, though.
How to facilitate using the WPPF technique; understanding different learning styles; using a variety of techniques (storyline, grief cycle, deep essence etc).	How I could apply some of the techniques to my own job.	n/a
How and when to use Whole Person Process Facilitation. Advantages and disadvantages were discussed as well as how to incorporate all "learning" types into a discussion.	The transfer in and transfer out processes and what a key part to this method they really are. If you came in late or had to leave early, you could really "feel" the difference.	The last day of the class, I was called away to work on something so I missed the actual closing. :(Otherwise, it was great.