



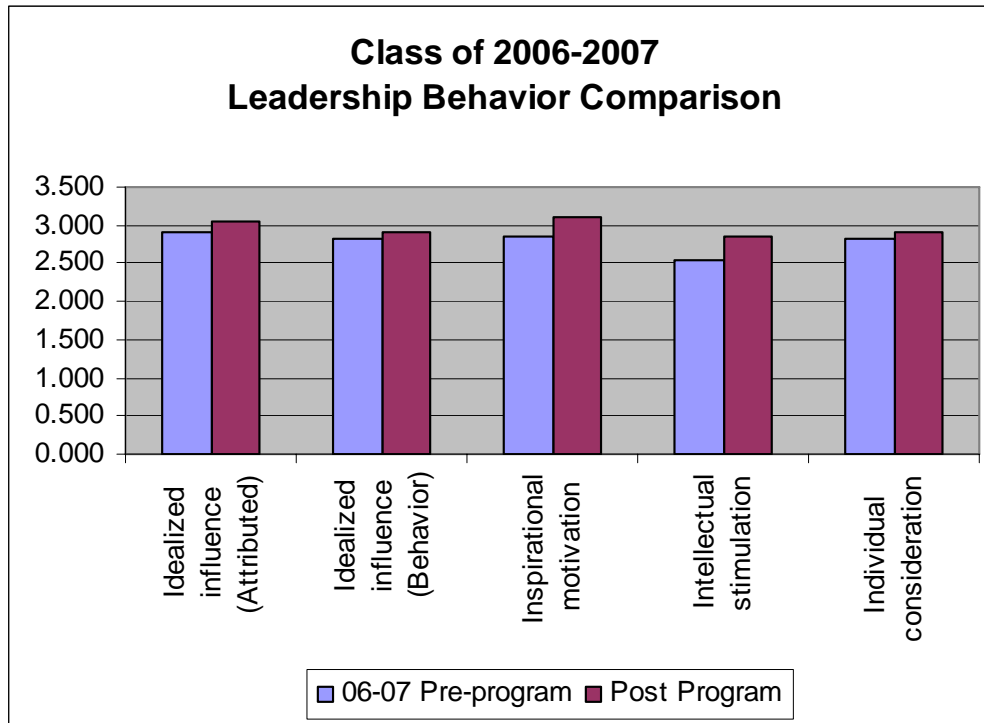
## Qualitative Outcomes of Leadership Development

Each class member shared a defining lesson from the program:

<ul style="list-style-type: none"> <li>• Speak with people directly and avoid groupthink</li> </ul>
<ul style="list-style-type: none"> <li>• Listen from WHERE the person is coming from and then respond</li> </ul>
<ul style="list-style-type: none"> <li>• Leadership is premised on equal regard for all</li> </ul>
<ul style="list-style-type: none"> <li>• Expect the unexpected</li> </ul>
<ul style="list-style-type: none"> <li>• Express your feelings</li> </ul>
<ul style="list-style-type: none"> <li>• Self-awareness of my values and how they relate to my behaviors</li> </ul>
<ul style="list-style-type: none"> <li>• Though you may have all the leadership qualities and willingness, realize others around you and allow them to grow with you and teach each other various insights</li> </ul>
<ul style="list-style-type: none"> <li>• Get involved, don't sit on the sidelines; you can make a difference</li> </ul>
<ul style="list-style-type: none"> <li>• You can lead without having to be the "leader" and to NOT to have too much of an expectation toward something you don't know much about</li> </ul>
<ul style="list-style-type: none"> <li>• Thinking and learning and reflecting is critical; I need to do more of it</li> </ul>
<ul style="list-style-type: none"> <li>• Developing community networks leads to positive cooperative action</li> </ul>
<ul style="list-style-type: none"> <li>• Above the line, below the line: recognizing and appreciating the realities of others in order to inspire, problem solve, work collaboratively and be a better person</li> </ul>
<ul style="list-style-type: none"> <li>• Removing self or the other person in an argument or discussion/debate</li> </ul>
<ul style="list-style-type: none"> <li>• The class clarified the victim vs victor, scarcity vs abundance mentality and makes me much more conscious of this so I can influence individuals/teams towards the victor/abundance perspective</li> </ul>
<ul style="list-style-type: none"> <li>• BEING – just be a leader</li> </ul>
<ul style="list-style-type: none"> <li>• I learned to listen</li> </ul>
<ul style="list-style-type: none"> <li>• I am vast ... I contain multitudes. Truly countless ways to become and be a leader</li> </ul>
<ul style="list-style-type: none"> <li>• I learned to be comfortable being out of my comfort zone</li> </ul>
<ul style="list-style-type: none"> <li>• I am more than I thought I was</li> </ul>

## Quantitative Outcomes of Leadership Development

Overall, as a class, the leadership behaviors all have increased. Overall, the class increased leadership behaviors systemically at **6.48%**.



Graphic representation of class numbers in leadership behaviors. As you can see, this year had a consistent improvement over all dimensions of transformational leadership behaviors.



One significant outcome is that the highest improvement on leadership behaviors is Carl Bosch - with a **87.5%** increase in Idealized Influence and a **54.2%** increase overall dimensions of leadership. This is the type of individual we're creating for the world and our community!

