# Feedback Interview

*Dear participant, thank you for answering the following questions (please use back or extra sheet if necessary):*

**Personal information:**

- Number of participants: 14

- Average age: 42        age ranges: 25-35: 4      36-45: 5           46-55: 4            56+: 1

- Gender:         Male: 9          Female: 5

- Countries represented: Sweden, Norway, Switzerland

**What are your personal experiences with leadership?**

(8) in a leadership position

(3) researching/studying leadership

(8) interested in leadership

(5) aspiring to become a leader

**Were you clear about your expectations of this workshop?**

(0) yes

(1) yes, somewhat

(7) somewhat

(4) not really

(2) no

**What are your comments about the approach of this workshop?**

Too slow, a bit too many participants. Too mixed participants, in particular too little practical experience of leadership in complexity amongst participants to make an intensly workshop on the subject.

Too complex to write down now.

I like the theme and the process. I think the group was a little bit to big so the pace felt slow.

Slow, like the way topics were surfacing, and the container that was created. Would like the process to be more aware about energy waves, and using more body work to speed up the process and quality of the result.

Well conducted. Perhaps we can add "food-for-thought" at one point, some theoretical input. Also, maybe increase number of breaks and relaxing exercises.

New for me, but fantastic way to create and inspire new learning and sharing.

Good facilitating. Unclear content -> where was the red thread of leadership?-> felt that this was more about creating change in general, than change through leadership.

It was useful to receive comments and explanation about facilitation and processes in parallel with practicing them.

Positive to the whole process and the facilitators. Some feeling of trail and error and not being flawless that wasn't a problem and just made it come to live better.

It was open enough to see the diversity in the approach. This way it created and environment that allowed for this diversity to blossom. Concreteness->action! Good!

I think considering the size of the group and how little time we had that a lot got done. Processes are set in motion that could be explored more and I was wanting a slower pace to do that.

Loved the shared vision at day 2. Feel really held in the sessions. Something went the wrong direction afternoon in day 1: not connected, not shared, not deep enough.

*(2 persons did not answer this question)*

**Did this workshop help you to significantly advance your leadership perspective?**

(7) yes

(3) not sure

(3) somewhat

(1) not at all

**How would you describe the "collaborator" in one sentence?**

Too structured

Shared sense-making

Proble: Double meaning: Quisling/traitor, Co-op.

Many perspectives came up

Co-creating common wisdom (or perhaps only knowledge…)

An open-ended meeting where you together explore possibilities.

Inspiring.

Exchange of ideas through dynamic discussion

Bring the best out of each other

It was at time a bit diffuse (first day) but was extremely giving the 2nd day. Very good approach.

It felt

Participatory process of creating shared meaning, vision and action

*(2 persons did not answer this question)*

**How do you leave this workshop?**

(1) Frustrated with the process. Inspired and energized by meeting interesting persons and perspectives.

(1) frustrated, inspired and energized

(2) somewhat neutral

(5) satisfied

(5) inspired and energized

**What was your most important insight/learning?**

To get a good result "collabatory" you need to have participants with personal experience of the question.

Ideas/dreams are powerful.

Understanding the relation between mind and body better (sorry, a little too trivial).

We are all different, with different skills, approaches and levels of motivation.

Continue the road less traveled with passion, and something good will show up.

Getting to know the new culture.

Trust my instincts and vision and og for it.

You get what you bring (?)

The complete pattern of getting together as a group, exchange information in a check-in, dive into the open space of complexity through some sort of facilitation, allow the frustration to surface, keep the space, gather leads to see what wants to emerge, get concrete in a way that moves us to action.

That leadership can be something other than what I thought. I had an old definition with negative conditions.

Building and maintaining relationships, self-leadership and its critical importance for showing up as a leader, creative approaches.

In process.

Sometimes a step back is right. Direction of visualisation and descriptions/images to create shared visions.

*(1 person did not answer this question)*

**Would you like to receive the results of this survey?**

(13) yes

(1) no

**Are you interested in staying in touch with us by email?**

(14) yes        (0) no


**Would you agree to be interviewed again in a while about how you digested the experience of the workshop?**

(12) yes

(2) no