



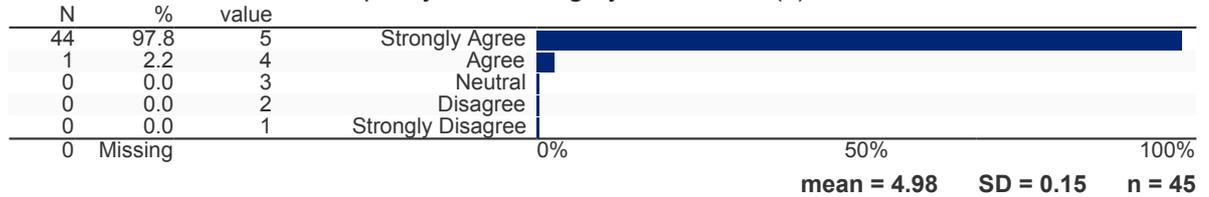
SMBA6001
Leadership Practice and Development

Semester 1 2016

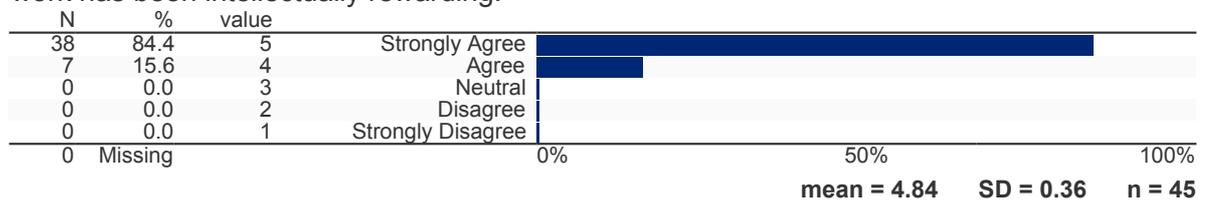
Mike Jenner
Business (Business School)

n = 45
enrolled = 45
response = 100%
1-6 mean (SD) = 4.85 (0.35)
overall mean (SD) = 4.89 (0.29)

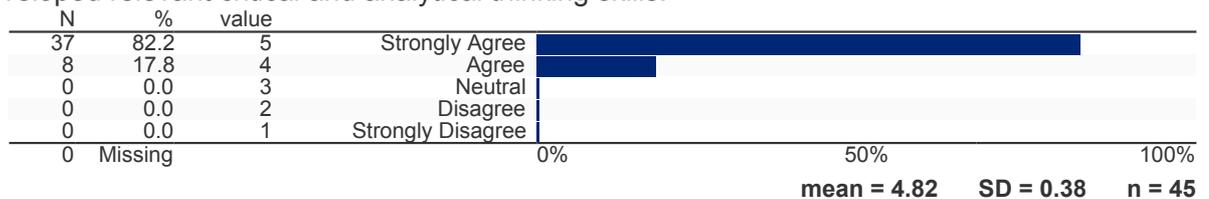
Q1 Overall, I was satisfied with the quality of teaching by the teacher(s).



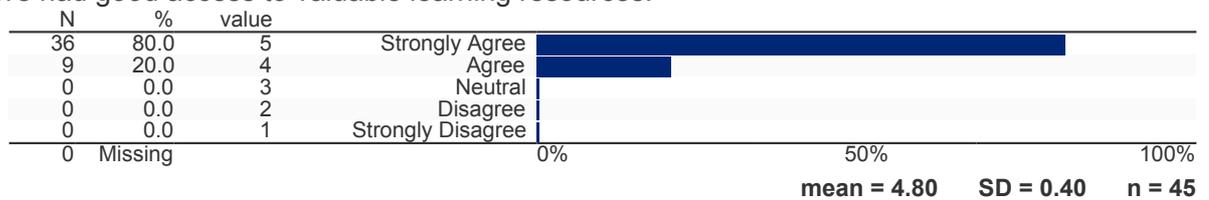
Q2 The work has been intellectually rewarding.



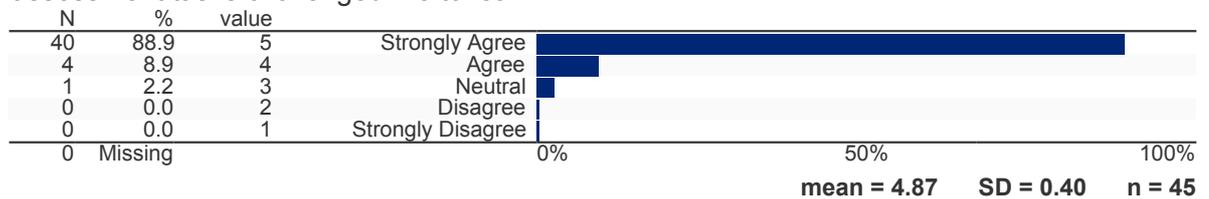
Q3 I developed relevant critical and analytical thinking skills.



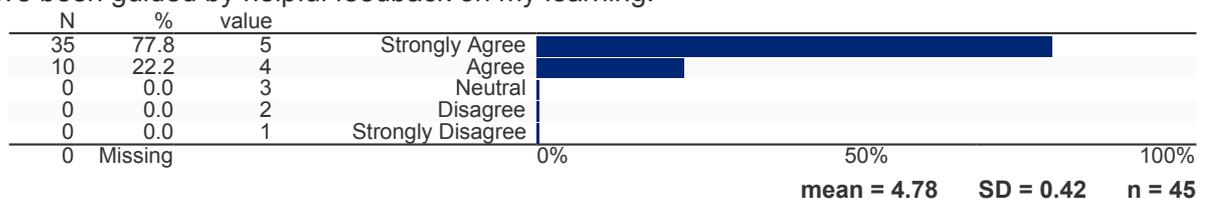
Q4 I have had good access to valuable learning resources.

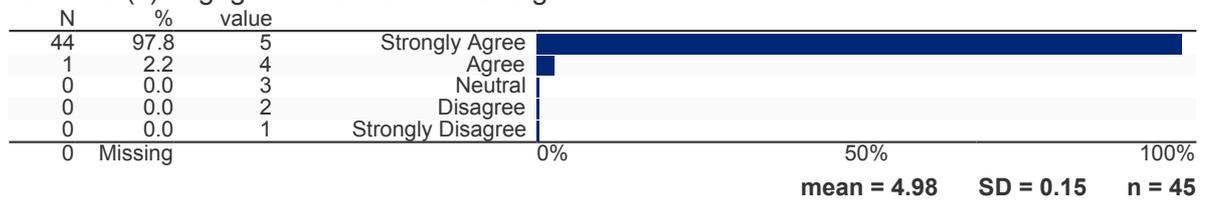
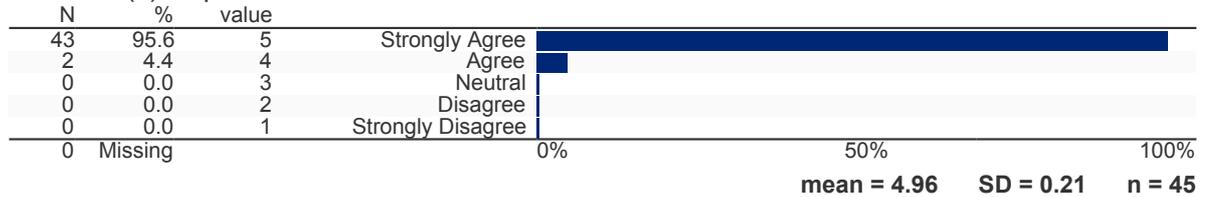
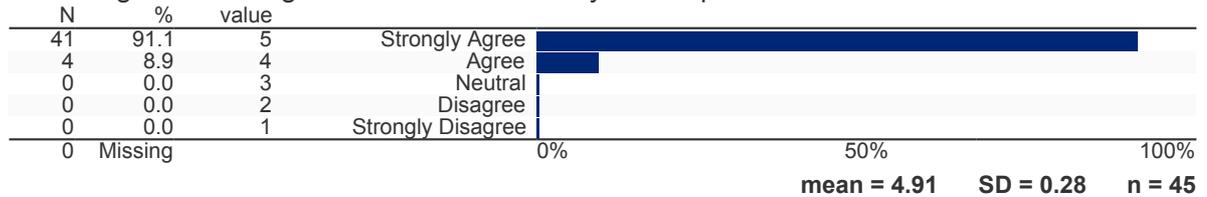
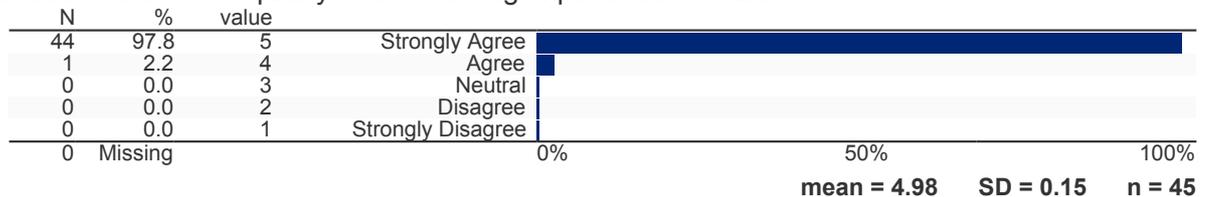
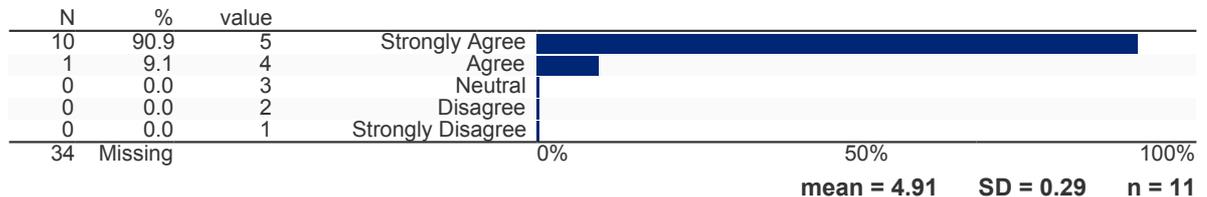


Q5 The assessment tasks challenged me to learn.



Q6 I have been guided by helpful feedback on my learning.



Q7 The facilitator(s) engaged me in active learning.**Q8** The facilitator(s) inspired me to contribute and learn from others.**Q9** The knowledge and skills gained are relevant to my career plans.**Q10** I was satisfied with the quality of the learning experience overall.**Q11** The initiative to leverage LP&D alums as coaches has had a positive impact on my learning experience.**Q12** What have been the best aspects of this unit of study?

- participation: everyone given opportunity to participate, engage with other students in activities - Mike delivers and incredible energy and passion to the unit, and this really shows in our engagement with the subject
- * The content: Specifically the quality of the content & the relevance to such a broad range of applications: LIFE (all of it). * The commitment: To deliver great content, to make it relevant & to holding us accountable every part of the way & to the group & the intention for us to get the most out of the program. * Support/challenge: there was the perfect amount of support & challenge that afforded us the greatest growth.
- * practicing skills * Being able to apply these skill in all kind of personal & professional life * Readings & preparation prior to the class * Assessments * Mike Jenner is the best!!
- Engagement & enthusiasm of Mike, Maurya & coaches. - Dedication to our learning & self-growth. - Opportunity to meet & interact with entire cohort.
- The delivery of the material. Mike Jenner and the way he interacts and presents. Coach's ability to interact and give informed, reliable feedback. Enthusiasm of the staff and coaches. The way in which the tasks and reps are designed for continuous improvement. Value of the content. Relevance of the material and how it can be applied into all situations.
- Mike + the coaches helping to facilitate learning in a new way for me. This is the best learning experience I have ever had. It is the yardstick for all future learning I do, and I fear nothing else will come close.
- Engaging lecturer. Stimulating learning environment made learning enjoyable.
- Mike Jenner has invested his heart into my career & life in 2 months and I am grateful for this. I have been provided a life long impact as a result and I am now equipped to do whatever I want in leadership.
- The teacher & the coaches The efforts you have put in to help us develop 'glue' within our cohort.
- Contents relevant and helpful for my career - Professors/coaches are passionate about this course - Enough interaction between students and prof. Students and students as well. - Timely coach after reps.
- 1/ The experiential aspects of the course are VERY effective. 2/ Hearing at the beginning the vision for the course was great. 3/ Then engaging and experiencing the content and with the hands on coaching very effective 4/ The cohort has been good/very diverse
- Role play for all tasks are by far the best way to learn. Active listening was delivered with amazing doing[?] with confronting & Everything.
- Mike Jenner. Your passion, authenticity and commitment for this to be the best (& most valuable) experience is one of

your biggest strengths. It is contagious and has made me want to be a better leader. Thank you.

- The practical nature - The academic rigor (compared to most other courses like this) - The commitment of Mike J. + the coaches
- The practical hands on approach. I feel I have absorbed more by doing 'reps' and testing skills, than just reading theory. The workbook tasks, encouraging trying skills at work have demonstrated the application & usefulness of this class. The availability and mindset of coaches and teaching staff has been amazing & helpful.
- Practical usefulness of the content and skills learnt. Interactive and experiential learning to build Practical skills. High level of individual feedback received from both Mike Jenner and the coaches due to their high level of involvement. It helped me grow as a person and as a leader in both mindset ability and confidence.
- Incremental build up of skills. Best equipped me for success at the end (even if they felt awkward learning along the way!) - The emphasis to move, mix and work with diverse people.
- The circles within circles - concepts intertwined - building on - practising. I am a much better person and leader from doing this course. I know the areas I have to work on and clear direction/tools to know how to achieve that.
- * Spending quality interactive time learning among an incredibly rich cohort of diverse, intelligent, passionate and committed people * Trying out skills practically through reps * Having an amazing team of 6 that are supportive, complementary and heterogeneous * Learning best practice skills to be an effective leader
- * very hands-on & real - everything I learnt, I could apply & see real, tangible value to my leadership journey * meeting new friends (particularly my colour team) and interacting with great coaches - expanded my network & inspired my journey * Mike & Maurya - expert facilitators who take interest in every individual & their career journey
- The interactive nature of the learning - The repetitions that helped me to learn and recognise that the only thing between failure and success is practice! - The coaches as role models (very inspirational) - MIKE! Just incredible! His ability to hold us accountable, to inspire through developmental feedback and to cut to the core of an issue was lifechanging in my learning experience.
- I was continuously pushed out of my comfort zone but just the right amount so I was always focused and highly motivated. I improved greatly in so many areas critical for leadership. This is definitely the best educational experience I ever had.
- Practical nature of the course (reps) - Immediate feedback after every rep/activity - Coaches insights and availability for assistance - Course content and skills practiced were 100% relevant to anyone in any workplace or even life. - The inclusive and safe environment for every weekend class was excellent for learning.
- The application of "learning by doing". - The ability to get feedback from experienced coaches and my peers. - Mike Jenner: truly inspirational. - The coaching of "soft skills" which will make me a leader.
- Everything has been amazing, but specifically: * the design of the course -> how skills and concepts feed into each other & come together at the end; * the amount of time spent in action; * setting expectations at the beginning of each assessment; * having all materials from the start of pre-reading & activities so class time is spent doing things we can only do face to face; * the commitment & friendliness & helpfulness of the coaches. * Mike: passion, caring, humour, helpfulness, dedication. Amazing. High rating for all Q12 engagement factors!
- The connection between knowledge based & skills set. - The opportunity to reps, practice in a continuous improvement environment. - The opportunity to get to know the other members in the cohort. - The skills to work on my weaknesses. - Well articulated, relevant content to all students. - Thanks Mike!
- The commitment that was exhibited every minute, hour, day, week throughout LP&D by Mike Jenner and team to cohort 6. It was unequivocal that we are the subject and attention of our coaches/trainers/teachers and that the program is designed to make us the most exceptional versions of ourselves possible. This is humbling. It shows the responsibility we have to ourselves to make the most of the extensive expertise & knowledge Mike & his team bring. Thank you.
- The coaching and the reps. The sharing of successes and challenges. The constant feedback. The readings.
- Mike (+ Maurya + coaches) set a clear expectation that if we wanted it to be, this would be the best -> he declared excellence + challenged us to meet that. He + they delivered. When my mindset dropped or moved, I remembered the challenge + the fact that others delivered -> it challenged me to always give the best I could.
- Mike! Mike knowledge, delivery, content of program + how he facilitated it was impactful and rewarding. He has set a high benchmark and deserves a promotion + pay rise! :) His use of relevant exercises has been impressive + exceptional. He is thoughtful + always willing to help + support. He is a living version of the concept he teaches. Thank you for the experience! The coaches were also exceptional. They helped[?] to my LP+D AMAZING!
- This course has easily been the best educational and personal development experience in my life. Mike was life-changing, and has made me a better person, leader, partner, and human. I cannot thank him enough. I cannot write words to describe how thankful & gracious I am for now having him in my life.
- I Found all aspects of this unit beneficial. I love the reps, being engaged in action being uncomfortable to learn fast. Learn by doing not reading a textbook.
- The passion and enthusiasm. The help of the coaches. The room location. The reps and mastery experience it provides. The positive it leave.
- Without a doubt (1) Mike Jenner; (2) coaches & their preparedness to give plus their level of preparation; (3) physical space & ease of enrolment/admin; (4) The fact that all USyd MBA students commence the program with LPD.
- Challenging me in my approach to my day to day life by introducing new ways of thinking about my own mindset, perception and being 2nd person. - Repetition in class to build mastery/confidence & transition from unconscious incompetence to unconscious competence.
- Participating in reps - Hearing others stories of success - Meeting new people - The booklet is invaluable as a resource - The coaches are awesome - Ongoing feedback about the 15% contribution mark would be very useful. (I got info from my coach).
- BREADTH & DEPTH OF CONTENT - ENGAGING/STIMULATING - LEARNING MORE ABOUT MYSELF
- Experiential element. Being active in the activities, and exercises. - By far a better learning experience than a typical university lecture/course or any other leadership course I have experienced. - Mike and the team are fantastic.
- The ability to take what is learned and actually translate it into action. The way it integrates so well with our life and provides things that are immediately actionable and implementable.
- MIKE JENNER KRISTY MCFARLANE MAURYA REIDER JIMMY TONG TRISH BEERENS LIBBY VAN RIET TIM CASTLE DOUG FOSTER SARAH MATTHEWS DEREK TAPRELL NICOLE BARSTOW CELIA WALLACE ANDY

ALMENARA ANDREW BARHAM TO HAVE HAD THE OPPORTUNITY TO LEARN & DEVELOP UNDER THE GUIDANCE OF EACH & EVERY ONE ABOVE THROUGH THE LIFE CHANGING EXPERIENCE WHICH IS LP&D THANK YOU

- The in class reps! Practise makes perfect. :) - The concepts within this course is very powerful. I hope it continues to be shared with future MBA students for generations to come! - The facilitator (Mike) is a very passionate man. He is really invested in how we do & our growth. That's really powerful & resonates well with me. - The way the course is structured is really beneficial. It really helps to drum the concepts into me & will stay with me all my life! - The coaches have been fantastic & assisted in my learning so much.
- Practical activities which enabled me to apply skills/learnings. - Feedback sessions after each activity by coaches\peers identified areas for improvement. - Networking skills developed my confidence + ability to build effective relationships.
- * Reps, reps, reps - pushing through discomfort with failure to embrace opportunity for development. * Sitting next to new people forced me to engage with a more diverse group, which was very rewarding. * IGA with the coaches * The commitment and quality of the coaches * Understanding elegant currencies and value of network. * Mike Jenner
- The content was balanced - & not too theoretical, not too experiential. It catered to all types of learners. The presentation was passionate. It engaged the student body, and created a team.

Q13 What aspects of this unit of study most need improvement?

- online feedback form
- * The systems -> specifically blackboard & making it more user friendly. * The listing of assignments = having a super clear list of all deliverables (marked or not) on 1 page. Some assignment details were in different sections (email 1 are part of the manual, another part of manual) so having one reference point would be super helpful
- * Consistency across coaches * Support around Assessment being able to get more support through wk 2 on RBS/ISS & practice with coaches on skills we learnt.
- Better explanation of tasks/assignments before they
- More time for the networking task.
- Maybe instead of doing Friday-Saturday-Sunday on weekend one you could do two weekends of Sat-Sun. Gives more time for reps and means people don't need to take a day off work.
- Coach consistency. Too many small assessments.
- Technology platform for engagement[?]. rather than email there would be great value in short videos of Mike talking to the cohort to pump everyone up. This would be effective.
- The organisation of the course material in the binder. I don't understand why the workbook comes BEFORE the course overview. I found it very frustrating since that (the course overview) was the material I needed to refer back to throughout the course.
- Instructions about assessment could be more organised. e.g. keep all requirements in one location/page. - Some activities in class. e.g. CV of Chinese Premier. If the whole structure/requirements could be stated in detail about what we need to do in binder. Then we could save time to explain in class, so we could have more reps.
- 1/ The LP&D Binder - It could do with flowing a bit better. I felt I was umping around the Binder a bit on how to do assignments where to go 2/ Additional info emails - bit of a pain. Would prefer to have 1 resource which flows. 3/ Coaches - sometimes the quality of output differed and at times a bit confusing. I worked and engaged best when the coach was "all over it" 4/ At times class directions were confusing and I was left confused as to what was happening.
- The only thing I can think of was to spend more time role playing on networking. The 20mins spent in class was so valuable & a few more reps would be great. Apart from that best learning experience of my life!
- The pace: at times too fast!
- It'd be worth giving us another weekend & including more practice. - The assessment + schedule was very complex - maybe by design - simplify somehow? - Space out the subject over 3 months - Exam at the end of May or early June - Try again on networking :) - More time for prep reading - get it out earlier & don't say 18 hours, say 3 weeks & 20 hours.
- Time management, some tasks need more time - particularly reps for skills being tested on exam day. - Less time for morning insights. e.g. Sat 30/4: - 45mins too long. - Clearer workbook instructions for assignment submissions: some indicated font size, others did not. do they need our name and student number?
- Nothing to add.
- Greater involvement (or acknowledgement of) with difficult issues confronting teams when raised. Encountering some issues early on when it didn't feel that - as the rest of the team - we had the tools to address them made it hard to respond effectively.
- My only observation for improvement would be "expectation setting" by coaches and consistency in "separated tasks". "Intention" absolutely faultless just execution sometimes left confusion.
- * Longer lunch breaks over the long, intensive weekends or access to a pre-order lunch system * Broader international ties to materials other than Harvard Business School * Safer space for introverts to be celebrated/accommodated
- * Up front clarity about the amount of time required - face-to-dace class time is clear but set expectation of heaps of group work * Class participation mark makes people feel they have to do something to "beat" another classmate to contribute but should come from a genuine desire to help!
- Would be great if there was catering provided even for a small fee. Would save time at lunch when so many places are closed on Sundays.
- Nothing. It is perfect.
- Nothing comes to mind.
- More clarity about the content of assessments, earlier. - More contact with Mike
- It seems odd that we are creating our own networks to other cohorts/embassy rather than having an active network that we just join. (MBA program feedback more than LP&D).
- Continuous improvement with strong role play, models, which is happening already by acting on feedback throughout the course.
- It would be good to have a clearer understanding of the at uni time required through group activities. While we managed, it was far more than I had anticipated. The online platforms should be synchronised somehow!

- - The structure of the course text. It was compulsory not to have one table of content for everything. The readings and activities should be structured in a logical fashion A, B, C, D, etc. - The pace of assignments. It would have been better to have an assignment due weekend two than weekend three. This would have helped the workload.
 - There is nothing I would seek to improve.
 - I would have liked Mike to clarify or call out or summarise the deliverables for the next few weeks in terms of peer feedback 2 and purpose to impact plan. I'll email him later for further clarity but it would have been useful for the whole class.
 - I'd love to see some more flexibility offered to students on attendance. I felt a little unsupported by the uni when I had to attend my sister wedding in Brisbane & nearly had to made[?] to withdraw. It caused me alot of anxiety & problems in my life I wish to avoid. Austin. Thank you for coming to a solution as it saved a disaster for my life.
 - Everything worked well. The only thing I may add is perhaps additional rep sessions after hours. Week nights etc. during weeks in between weekends.
 - - As we only have 45 min for lunch it would help if you either -> gave 60 min for lunch -> provided catering - Lead by example and treat coaches with respect at all times.
 - - The networking game - W3, Day 1, PM. It's good but can be better. Perhaps try smaller groups at first.
 - - Allowing for enough time for lunch to digest both food & learning from the morning & allow longer time to network with classmates.
 - Slow down MBA time. :) (things go so quickly)
 - - AT TIMES SOME BASICS FELT RUSHED (i.e. CONFLICT RESO. & FEEDBACK PERFORMANCE ON CHINESE PREMIER) A MORE GENEROUS TIMEFRAME TO ALLOW PEOPLE TO SWAP POSITIONS, READ SCENARIOS ETC WILL ENABLE TASK TO BE FINISHED. - ENSURING CONSISTENCY W/COACHING FEEDBACK FROM COACHES - AT TIMES SOME MESSAGES FELT MIXED.
 - - Nothing. Perfect execution and improvement on the feedback provided previously.
 - The level of work is not evenly distributed. Too much in leadup to WE3.
 - NOTHING @ ALL, EXCEPT FOR GIVE MORE WEEKENDS TO CONTINUE. NOTHING SHOULD CHANGE.
 - * Clarity about assessment requirements - there were unstated expectations around volume and font size which may effect marking but weren't articulated in binder. * I felt the bidding[?] on times for the assesment day a misuse of our team's time and intellectual capacity when there were solid assessments to focus on and we all ultimately need to present - same for the other tasks (non assessed) * Longer time needed for coaching one-on-ones. * There is a delicate balance between people pushing themselves to add value and the distraction of people constantly inventing ideas to gain extra marks for participation when it does not come from an authentic place of helpfulness.
 - The work book was at times confusing. The back half could be tweaked.
-