

EVALUATION RESULTS
European Society of Ophthalmology
2005-2007 LEADERSHIP DEVELOPMENT PROGRAMME
January 2007

1. How *important* was each of the following goals of the January 2007 Leadership Development Program meeting in San Francisco and how *effectively* were they met? Please rate each goal according to the following numerical scale

Importance Scale: 4=Great Importance 3=Some Importance 2=Little Importance 1=No Importance

Effectiveness Scale: 4=Very Effective 3=Moderately Effective 2=Slightly Effective 1=Ineffective

<u>Goals</u>	<u>Importance Rating</u>	<u>Effectiveness Rating</u>
♦ Educate leadership participants on leadership principles	Great (7) Some + (2) Little (0) No (0)	Very (5) Moderately (4) Slightly (0) Ineffective (0)
♦ Provide an opportunity to visit the Academy headquarters and learn about the work and roles of the various Academy divisions	Great (4) Some (3) Little (1) No (0)	Very (3) Moderately (4) Slightly (1) Ineffective (0)
♦ Educate Leadership participants on physician-executive staff relations, delegation and motivating volunteers	Great (7) Some (1) Little (0) No (0)	Very (3) Moderately (3) Slightly (2) Ineffective (0)
♦ Educate Leadership participants on ophthalmic society and ophthalmic society leader collaborations	Great (6) Some (3) Little (0) No (0)	Very (2) Moderately (7) Slightly (0) Ineffective (0)
♦ Educate leadership participants on issues surrounding professionalism and ethics	Great (8) Some (1) Little (0) No (0)	Very (4) Moderately (4) Slightly (0) Ineffective (0)

♦ Educate leadership participants on the basics of media relations	Great (7) Some (1) Little (0) No (0)	Very (8) Moderately (0) Slightly (0) Ineffective (0)
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♦ Provide an overview and training on running effective meetings	Great (7) Some (1) Little (0) No (0)	Very (4) Moderately (4) Slightly (0) Ineffective (0)
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♦ Educate leadership participants and effective advocacy and political preparedness	Great (7) Some (0) Little (2) No (0)	Very (4) Moderately (3) Slightly (2) Ineffective (0)
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♦ Educate Leadership participants on effective negotiation strategies	Great (7) Some (2) Little (0) No (0)	Very (4) Moderately (4) Slightly (0) Ineffective (0)
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♦ Hear project presentations of leadership program participants	Great (5) Some (3) Little (0) No (0)	Very (3) Moderately (3) Slightly (2) Ineffective (0)
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Collaborate with our international colleagues by having a joint leadership developments session with AAO and PAAO	Great (8) Some (0) Little (1) No (0)	Very (3) Moderately (3) Slightly (2) Ineffective (0)
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2. Please rank the *speakers* at the January 2007 meeting in San Francisco based on the following scale:

Effectiveness Scale: 4=Very Effective 3=Moderately Effective 2=Slightly Effective 1=Ineffective

<u>Speaker</u>	<u>Effectiveness Rating</u>	
DAVID BATSTONE, PHD <i>Get Yourself Organized</i> -Stand on your reputation	Very	(6)
	Moderately	(2)
	Slightly	(0)
	Ineffective	(0)
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SUSAN DAY, MD <i>Get Your Society Organized!</i> - Professionalism & Ethics	Very	(2)
	Moderately	(6)
	Slightly	(0)
	Ineffective	(0)
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DAVID NOONAN: <i>Get Your Society Together</i> -Physician executive staff relations	Very	(7)
	Moderately	(0)
	Slightly	(0)
	Ineffective	(0)
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RICH ABBOTT, MD <i>Get Your Society Organized</i> -Society and Leader collaborations	Very	(2)
	Moderately	(6)
	Slightly	(0)
	Ineffective	(0)
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STEPHANIE MARIONEUX, MD <i>Get Your Message Across (Part II)</i> - basics of media relations	Very	(7)
	Moderately	(0)
	Slightly	(0)
	Ineffective	(0)
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JIM TRUNICK <i>Getting to YES</i> - effective negotiation skills - role playing exercise	Very	(5)
	Moderately	(3)
	Slightly	(1)
	Ineffective	(0)
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CYNTHIA BRADFORD, MD <i>Get Your Strategies Set</i> -Political Preparedness	Very	(5)
	Moderately	(4)
	Slightly	(0)
	Ineffective	(0)
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MIKE BRENNAN, MD <i>Get your <u>Strategies Set</u></i> <i>-Political preparedness</i>	Very Moderately Slightly Ineffective	(9) (0) (0) (0)
NATALIO IZQUIERDO, MD <i>Get your <u>Strategies Set</u></i> <i>-political preparedness</i>	Very Moderately Slightly Ineffective	(8)+ (2) (0) (0)
WILLIAM LLOYD, MD <i>Getting to <u>Yes</u></i> <i>-effective negotiation skills</i> <i>-role playing exercise</i>	Very Moderately Slightly Ineffective	(7)+ (2) (0) (0)
BRUCE SPIVEY, MD <i>Get the Job Done: <u>Effective Alliances</u></i> <i>-role of the International Council</i> <i>of Ophthalmology</i>	Very Moderately Slightly Ineffective	(4) (4) (1) (0)

3 Indicate with a check mark (✓) whether the following aspects of the Leadership Development Program should/should not be changed.

	Should <u>Increase</u>	Should <u>Decrease</u>	<u>OK As Is</u>
♦ Number of participants in leadership class	2	0	7
♦ The duration of the session in San Francisco	0	1a	8
♦ Number of topics presented in San Francisco	0	1	8
♦ Number of non-ophthalmologist speakers	2	0	7
♦ Opportunity for discussion/Q&A during sessions	5	0	4
♦ Number of social events in San Francisco	2	0	7
♦ Amount of free time in San Francisco	2	0	7
♦ Amount of information exposure	3	0	6
♦ Number of joint sessions with PAAO and SOE leadership development participants	6	0	2

Comments:

- a. Eliminate or incorporate Sunday session with Saturday sessions.

4. Based on your experience with the SOE Leadership Development Programme, would you encourage your colleagues to participate in this program? *Please check one*

YES	(9)
NO	(0)
MAYBE	(0)

5. Based on your experience to date with the SOE Leadership Development Programme, please describe any concerns you have about the program and what you think could be done to improve it.

- No concerns based on my experience to date, but candidate selection is a general concern.
- To educate leadership participants how to motivate people for the same part. To educate philosophical part of leadership.
- Invite more societies like France, UK, Spain, etc.
- More combined (SOE, AAO, PAAO) sessions to have direct information about different ophthalmologic problems in different countries. Live discussions should be encouraged.
- Presentation of the project should be power-point presentation. The candidates should be able to present the knowledge they got on course.
- I think every Eu country should have it's representation in this program. This could compromise the effectiveness of future cooperations.