

Leadership Academy end of programme survey 2018-19

April 2019



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Summary

During 2018/19 the LGA asked councillors to fill out an end of programme survey when they completed the final module of the Leadership Academy. The results will be used to develop the programme, ensuring that it best meets councillors' needs.

Methodology

A paper survey was given to the 145 councillors who had completed the final module of the Leadership Academy. A total of 115 submitted responses – a response rate of 79 per cent.

Key messages

The results show that the Leadership Academy was positively received, with all respondents expressing satisfaction with the programme. All had gained in confidence in their role as a result of attending, and many said that their objectives had been achieved and that they would be likely to recommend the Leadership Academy if asked.

Results

- **Satisfaction with the Leadership Academy:** All respondents said that they were either very or fairly satisfied with the course.
- **Confidence in carrying out role:** All respondents said that they felt more confident in their ability to carry out their role having participated in the Leadership Academy, to either a great or moderate extent.
- **Achieving objectives:** Nearly all, (98 per cent) of respondents had met the objectives that they had for taking part.
- **Recommendation:** All respondents (100 per cent) said they would be either fairly or very likely to recommend the Leadership Academy if asked.

Introduction

During 2018/19 the LGA asked councillors to fill out an end of programme survey when they completed the final module of the Leadership Academy. The results will be used to develop the programme, ensuring that it best meets councillors' needs.

Methodology

A paper survey was given to the 145 councillors who completed the final module of the Leadership Academy. A total of 115 submitted responses – a response rate of 79 per cent. The survey asked a mixture of performance monitoring questions and practical questions to be used for programme management. This report focuses on responses to the high-level performance monitoring questions.

Please note the following when reading the report:

- Where tables and figures report the base, the description refers to the group of people who were asked the question. The number provided refers to the number who answered each question. Please note that bases vary throughout the survey.
- Throughout the report, percentages in figures and tables may add to more than 100 per cent due to rounding.

Leadership Academy end of programme survey report

All respondents were asked overall, how satisfied or dissatisfied they were with the Leadership Academy. All respondents who answered this question were either very or fairly satisfied, with the vast majority (92 per cent) saying that they were very satisfied.

Table 1: Overall, how satisfied or dissatisfied were you with the Leadership Academy?

	Per cent
Very or fairly satisfied	100
Very satisfied	92
Fairly satisfied	8
Neither satisfied nor dissatisfied	0
Fairly dissatisfied	0
Very dissatisfied	0
Don't know	0

Base: All respondents (104 respondents)

Respondents were then asked to what extent, if at all, they felt more confident in their ability to carry out their role, having participated in the Leadership Academy. All respondents who answered this question said that this was the case to either a great or moderate extent.

Table 2: To what extent, if at all, do you feel more confident in your ability to carry out your role, having participated in the Leadership Academy?

	Per cent
To a great or moderate extent	100
To a great extent	86
To a moderate extent	14
To a small extent	0
Not at all	0
Don't know	0

Base: All respondents (107 respondents)

All respondents were asked to what extent, if at all, the objectives that they had for taking part in the Leadership Academy had been achieved. Nearly all (98 per cent) who answered this question said that their objectives had been either fully or largely achieved.

Table 3: Were the objectives that you had for taking part in the Leadership Academy achieved?	
	Per cent
Fully or largely achieved	98
Fully achieved	56
Largely achieved	42
Partially achieved	2
Not achieved	0
Don't know	0

Base: All respondents (105 respondents)

All respondents were asked, taking everything into consideration, how likely they would be to recommend the Leadership Academy to fellow councillors if asked about it. All respondents who answered this question said that they would either be fairly or very likely to recommend it.

Table 4: Taking everything into consideration, how likely would you be to recommend the Leadership Academy to fellow councillors if asked about it?	
	Per cent
Very or fairly likely	100
Very likely	94
Fairly likely	6
Not very likely	0
Not at all likely	0
Don't know	0

Base: All respondents (108 respondents)

All respondents were asked if they had any comments that LGA could use as quotes to help promote the Leadership Academy to future participants. Thirty-seven responses were provided, and these can be found in Annex B.

Annex A: Questionnaire – performance monitoring questions

1. Overall, how satisfied or dissatisfied were you with the Leadership Academy?

Very satisfied
Fairly satisfied
Neither satisfied nor dissatisfied
Fairly dissatisfied
Very dissatisfied
Don't know

2. To what extent, if at all, do you feel more confident in your ability to carry out your role, having participated in the Leadership Academy?

To a great extent
To a moderate extent
To a small extent
Not at all
Don't know

To everyone apart from those who selected 'don't know':

3. Were the objectives that you had for taking part in the Leadership Academy achieved?

Fully achieved (met all goals)
Largely achieved (met most goals)
Partially achieved (met some goals)
Not achieved (met none of the goals)
Don't know

To all:

4. Taking everything in to consideration, how likely would you be to recommend the Leadership Academy to fellow councillors if asked about it?

Very likely
Fairly likely
Not very likely
Not at all likely
Don't know

5. We would welcome any comments that we could use as quotes to help promote the Leadership Academy to future participants.

Annex B: Additional comments

We would welcome any comments that we could use as quotes to help promote the Leadership Academy to future participants.

- “Magical experience.”
- “Best course ever attended - including throughout career.”
- “This is THE essential course to councillors in order to lead in, and with, our communities.”
- “I noticed a change in my leadership and its effect immediately - powerful learning.”
- “Everyone would benefit from attending this academy.”
- “An excellent opportunity to network and learn.”
- “This course was brilliant.”
- “Awesome three weekends. Time incredibly well spent and the food was first class.”
- “So worthwhile - will be suggesting that [my council] gets more councillors booked on.”
- “I would recommend the Leadership Academy to other councillors to network and gain knowledge from the experiences of other councillors and the facilitators.”
- “Now I am a leader.”
- “Helped me step into the uncomfortable.”
- “Excellent.”
- “Absolutely fantastic training. Thank you...”
- “Meeting other councillors from different authorities was very useful and enjoyable.”
- “A fantastic learning experience.”
- “Just do it if you get the chance.”
- “This course will most definitely help me grow as a councillor and a leader. Thank you.”
- “Open your mind and wait to be enlightened.”
- “An interesting and informative course which is useful in many ways - not least the interaction with fellow councillors. Also fun! Thank you.”
- “Helps you to learn more about who you are in order to be your best self in a professional environment.”

- “I only heard about it when I was leader. It would have been really useful beforehand.”
- “The Leadership Academy is very helpful to new leaders and prospective leaders, especially for new contacts for best practice and how to get the most from your team and how to effectively communicate with the opposition.”
- “Excellent course. Good practical tools shared!”
- “Outstanding - really helped me through a very challenging political time.”
- “A great programme. One of the best things I’ve ever done as a councillor and has really inspired me to do more with the LGA.”
- “Valuable to new portfolio holders, especially those who want to understand their own style and the impact their style of behaviour has on others.”
- “A brilliant way to reflect, listen, learn and grow regardless of which stage of your career you are in.”
- “Word of mouth is the greatest marketing tool. I am sure that all course members will be shouting your praises from the roof-tops.”
- “Great thanks!”
- “This is the course to do to prepare you for the next steps in leadership.”
- “It equips councillors with the necessary skills to not only engage with their residents but to really understand and ENJOY that engagement.”
- “Excellent.”
- “Inspirational and extremely effective experience. Very helpful.”
- “Really throw yourself into it. The more you put in, the more you get out. Don’t be afraid to ask questions to staff and councillors alike.”
- “Brilliant.”
- “The academy is great fun and provides you with great understanding of yourself and others.”



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