

Leadership Academy feedback survey

2017/18



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Summary

Introduction

This feedback survey looked at views of the Leadership Academy amongst those who participated during 2017/18.

Methodology

Paper surveys were given to the 132 councillors who completed the Leadership Academy in 2017/18, at the end of their final module. A total of 111 submitted responses – a response rate of 84 per cent.

Overall level of satisfaction

Ninety nine per cent of respondents were either very satisfied or fairly satisfied with their overall experience of the Leadership Academy. This includes 79 per cent of respondents who were very satisfied, and 20 per cent of respondents who were fairly satisfied.

Confidence in role

Ninety seven per cent of respondents said that taking part in the Leadership Academy had made them more confident in their ability to carry out their role to either a great or a moderate extent. This includes 77 per cent of respondents who felt this applied to a great extent, and 20 per cent who felt it applied to a moderate extent.

Objectives in taking part

The most frequently reported objective in taking part in the Leadership Academy was the development of leadership capacity, identified by 76 per cent of respondents. This was followed by networking and learning from other councillors, identified by 67 per cent of respondents.

Achievement of objectives

Ninety three per cent of respondents felt that all or most of their objectives had been met by taking part in the leadership academy. This includes 50 per cent of respondents who felt that all of their goals had been met, and 43 per cent who felt that most of their goals had been met.

Likelihood to recommend

Ninety nine per cent of respondents said that they would be likely to recommend the Leadership Academy, if asked, to fellow councillors. This includes 89 per cent of respondents who identified as very likely to recommend the Leadership Academy, and 10 per cent who identified as fairly likely to recommend it.

Introduction

This feedback survey looked at views of the Leadership Academy amongst those who participated during 2017/18. The results will help the Local Government Association (LGA) ensure that our future leadership training best meets councillors' needs.

Methodology

Paper surveys were given to the 132 councillors who completed the Leadership Academy in 2017/18, at the end of their final module. A total of 111 submitted responses – a response rate of 84 per cent.

This is a good response rate for a survey of this kind. Therefore, whilst these results should strictly be taken as a snapshot of the views of this particular group of respondents, rather than representative of all 2017/18 Leadership Academy participants, this level of response means that the results are likely to provide a good indication of the views of the cohort more widely.

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.
- The following conventions are used in tables: '*' - less than 0.5 per cent; '0' – no observations; '-' – category not applicable/data not available.

Leadership Academy feedback survey

This section outlines the full set of survey results.

Overall level of satisfaction

Respondents were first asked how satisfied or dissatisfied they were with the Leadership Academy overall.

As Table 1 shows, 99 per cent of respondents were either very or fairly satisfied with their experience in the Leadership Academy. Almost 80 per cent of respondents were very satisfied, and a further 20 per cent were fairly satisfied. One respondent was neither satisfied nor dissatisfied, and no respondents expressed dissatisfaction with the programme.

| Table 1: Overall, how satisfied or dissatisfied were you with the Leadership Academy? | |
|--|-----------------|
| | Per cent |
| Very or fairly satisfied | 99 |
| Very satisfied | 79 |
| Fairly satisfied | 20 |
| Neither satisfied nor dissatisfied | 1 |
| Fairly dissatisfied | 0 |
| Very dissatisfied | 0 |
| Don't know | 0 |

Base: all respondents (101 respondents)

Confidence in role

Respondents were asked to report the extent to which participation in the Leadership Academy had made them feel more confident in carrying out their role.

As Table 2 shows, 97 per cent of respondents reported that taking part in the Leadership Academy had made them more confident in their abilities to carry out their roles to either a great or a moderate extent. This includes 77 per cent of respondents who reported this to a great extent, and 20 per cent who reported it to a moderate extent. Two per cent of respondents reported their confidence had increased to a small extent, and just one per cent felt that taking part had made no difference.

| 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 | 97 |
| To a great extent | 77 |
| To a moderate extent | 20 |
| To a small extent | 2 |
| Not at all | 1 |
| Don't know | 0 |

Base: all respondents (102 respondents)

Objectives in taking part

Respondents were asked to list their objectives in taking part in the Leadership Academy. Respondents were invited to select objectives from a list of suggestions, and were free to select as many objectives as they felt applied to them.

As Table 3 shows, of the suggested objectives, the most commonly selected was “to develop my capacity to lead”, which 76 per cent of respondents selected. Networking and learning from other councillors was the second most popular objective, at 67 per cent. Half of the respondents reported that refreshing or sharpening their leadership skills had been among their key objectives.

Significant minorities of respondents reported having as objectives a desire to explore new ways of working (45 per cent), share their experiences with others (35 per cent), work on big issues facing the sector (32 per cent), and learning about the latest developments (26 per cent). Two respondents selected the “other” option and specified their own objectives: to allocate time to reflect on, and apply for, new opportunities, and to increase their knowledge and leadership skills.

| | Per cent |
|---|-----------------|
| To develop my capacity to lead | 76 |
| To network and learn from other councillors | 67 |
| To refresh or sharpen my leadership skills | 50 |
| To explore and test new ways of working | 45 |
| To share my experiences with others | 35 |
| To work with others on the big issues facing the sector | 32 |
| To learn about the latest developments | 26 |
| Other | 2 |
| Don't know | 0 |

Base: all respondents (102 respondents)

Achievement of objectives

Respondents were asked to specify the extent to which their objectives were achieved.

As Table 4 shows, 93 per cent of respondents felt that either all or most of their goals in taking part in the Leadership Academy had been met. This includes 50 per cent of respondents who felt that all of their goals had been met, and 43 per cent who felt that most of their goals had been met. Five per cent of respondents felt that some of their goals had been met, whilst no respondents felt that none of their goals had been met.

| Table 4: Were the objectives that you had for taking part in the Leadership Academy achieved? | |
|---|-----------|
| | Per cent |
| Fully or largely achieved (all or most goals met) | 93 |
| Fully achieved (all goals met) | 50 |
| Largely achieved (most goals met) | 43 |
| Partially achieved (some goals met) | 5 |
| Not achieved (no goals met) | 0 |
| Don't know | 2 |

Base: all respondents (103 respondents)

Likelihood to recommend

Respondents were asked how likely they would be to recommend the Leadership Academy to fellow councillors.

As Table 5 shows, all but one respondent indicated that they would be likely to recommend the Leadership Academy to fellow councillors if asked. This includes 89 per cent of respondents who stated that they would be very likely to recommend the programme, and 10 per cent of respondents who stated that they would be fairly likely to recommend it. One respondent indicated that they would be not very likely to recommend if asked, whilst no respondents felt that they would be not at all likely to provide a recommendation.

| Table 5: Taking everything in to consideration, how likely would you be to recommend the Leadership Academy to fellow councillors if asked about it? | |
|--|-----------|
| | Per cent |
| Very or fairly likely | 99 |
| Very likely | 89 |
| Fairly likely | 10 |
| Not very likely | 1 |
| Not at all likely | 0 |
| Don't know | 0 |
| Total | 100 |

Base: all respondents (108 respondents)

Respondents were invited to provide any comments which could be used to help promote the Leadership Academy to future participants. Fifty responses were received and these covered the following:

- **Developing confidence, connections and leadership:** Many respondents said that the course was an excellent and positive experience which specifically helped them to develop their confidence, leadership skills and allowed them to make meaningful connections with other participants.

“It has given me greater confidence in my role as a councillor and provided me with new tools.”

“So happy I have taken part, have learnt a lot and met some fantastic people.”

“The Leadership Academy made a big difference to my leadership style.”

- **Facilitators:** One or two respondents specifically praised the course facilitators saying that they were excellent and supportive.

“The range of support from the facilitators, other County Councillors made this a positive experience that I will be able to look back on and use in my role as a County Councillor and also in my working career.”

- **Sharing experiences:** Some respondents mentioned the opportunity that the course had given them to share and learn from the experiences of other participants.

“The opportunities to share experiences and to learn from the experiences from others are invaluable.”

Respondents were asked to provide any further comments about the module that they had just attended or the Leadership Academy more generally. Forty one comments were received, with many respondents giving positive feedback about the course saying that it was excellent, enjoyable, informative and confidence building and that the modules were well organised and well presented.

“Great fun, good company, super food and very informative.”

“All the facilitators over the six days were excellent. Different characters, yet able to teach in a fun and informative way. Excellent thanks.”

Finally, some respondents mentioned improvements or tweaks that could be made to the course. Individual suggestions included:

- more group work
- regular assignments in order to review information
- run a course aimed at higher tier authorities
- less self-analysis/continued action learning
- reviewing module three
- running two different courses for those holding senior roles and those aspiring to hold senior positions
- involving more women in the programme
- more group work sessions
- using social media to promote the course.

Annex A: Questionnaire

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

Please tick one option

- 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?

Please tick one only

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

3. What were your objectives in taking part in the Leadership Academy?

Please tick all that apply

- To develop my capacity to lead
- To refresh or sharpen my leadership skills
- To share my experiences with others
- To network and learn from other councillors
- To learn about the latest developments
- To work with others on the big issues facing the sector
- To explore and test new ways of working
- Other (please specify)
- Don't know

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

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

Please tick one only

- 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:

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

Please tick one only

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

6. We would welcome any comments that we could use to help promote the Leadership Academy to future participants. Please use the space below.

7. Finally, if you have any further comments about the module you have just attended or the Leadership Academy more generally, please use the space below.



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