

Community Foundation of the Florida Keys  
2011 Leadership Success Academy  
Executive Summary of Session Evaluations

Now in its fourth year, more than 200 non-profit board members representing 80 organizations have participated in the Leadership Success Academy (LSA), a board governance and leadership training program in best practices. The LSA is underwritten by a grant from the Marion Stevens Fund at CFFK. Debbie Mason of Strategists Inc. facilitates attending board members through five sessions of workshops designed to assist volunteers to better understand their responsibilities while serving on a nonprofit board. Topics include Leadership Styles and Servant Leadership, CEO/Board Roles and Responsibilities, Financial Literacy, Fund Development, and Strategic Planning/Change Management. All sessions are taught or facilitated by Debbie Mason. The Financial Understanding session has a panel comprised of a CPA and financial professionals.

The 2011 LSA was held between February 17th and April 7<sup>th</sup> with a total of 52 participants from 34 organizations. Participants were asked to rate each session on their 1) knowledge of and experience of the topic, 2) extent to which the session objectives were met, 3) presentation content, and 4) the presenter(s). For each session, evaluations were received from 60-75% of the class participants. **Overall, the speaker evaluations from the five LSA sessions were extremely positive.** Following is a summary of the highlights from the 2011 session evaluations.

- All Participants Had More Than Some Prior Knowledge of All the Topics Except The First Session on Leadership Styles. As each person currently serves on a nonprofit board, it would be expected they had some knowledge of nonprofit management, but the average score indicates that participants had little or no knowledge of Servant Leadership and the Bolman and Deal leadership assessment and styles.
- All Session Objectives Were Met: Each session had from 3-5 objectives, all of which participants agree were met with an average rating between 4.24 and 4.82 out of 5.
- Presentation Content Ranged from Good to Excellent. The average score ranged from 4.74 to 4.87 out of 5, with the Fund Development session ranking the highest, and Servant Leadership/Leadership Styles ranking the lowest.
- Fund Development Session Scored the Highest. The Fund Development session scored the highest in “Presentation Content Overall,” “Expectations of Presentation Met,” and tied for the highest rated session in three speaker-related questions. Participants specifically requested more time for this session.
- Participants Felt All Sessions Were Highly Useful. Every session was rated 100% for its usefulness, except the Fund Development session which received a 97% rating as the result of one participant representing a religious organization who felt the topic would not be useful.
- Participants Had The Least Knowledge About Leadership and Fund Development. Participants had the least prior knowledge about Servant Leadership with 64% stating the topic was new to them followed by Fund Development with 59% stating the topic was new to them. Only 17% of participants indicated the Financial Literacy topic was new to them.
- Participants Agree to Strongly Agree That Expectations Were Met. The average score that participants’ expectations were met ranged from 4.63 to 4.84 out of 5, with Fund Development receiving the highest (4.84) and Board Roles and Responsibilities receiving the lowest average (4.63).
- The Sustainability Award Is Not The Primary Motivation for Attendance. When asked about the importance of the Sustainability Award, participants indicated it is NOT the primary reason for attending the LSA; the average score was 1.79 out of 5.
- The majority of the comments focused on three areas of the session: session times, room set-up and facilitator.
  - Participants preferred half day sessions commenting the full day session contained too much information to absorb. However, nearly every session had a comment about wanting additional sessions or additional time, especially the Fund Development session.
  - The facilitator, Debbie Mason, received rave reviews for her knowledge and facilitation of the LSA.
  - Participants preferred the roundtable set-up to the classroom style setting.

**The LSA continues to provide a significant value to the community by improving the effectiveness of nonprofits by teaching board members best practices. Participant surveys also demonstrate the increased knowledge level and understanding of nonprofit leadership and management by attendees. The LSA is clearly a quality program that is having a positive impact on the nonprofit sector in the Florida Keys.**