



# The Learning Institute

## Event Report

Executive Leadership Academy

Session # 4: Employee Engagement

Instructed by: Yasmine Chapman, Director of Human Resources



Event Date: January 6, 2015

Location: Del Mar College - CED 106

Event Time: 1:30 PM - 3:30 PM

Lecture Attendance: 40

Surveys Completed: 29

Report Date: January 9, 2015

Prepared by Mario Longoria



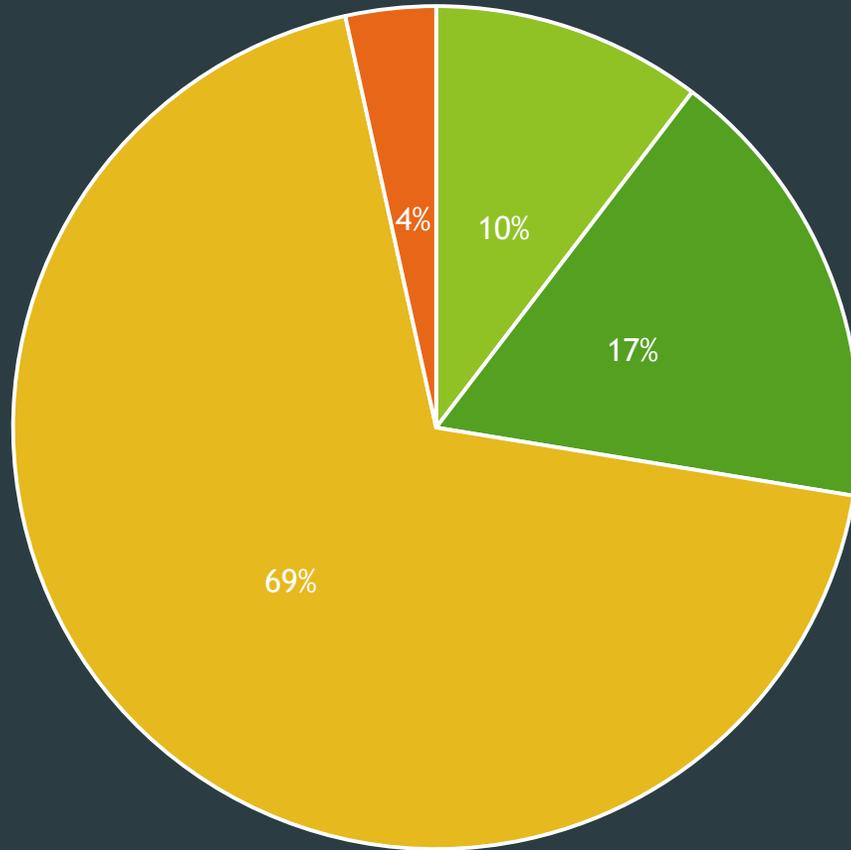
The Learning Institute

# Survey Questions

- ▶ How did you hear about this course?
- ▶ The course content was clear and easy to understand.
- ▶ The course length and pace was appropriate.
- ▶ The topics covered were relevant to the course.
- ▶ The training experience will be used in my work.
- ▶ I would recommend this course to others.
- ▶ Overall satisfaction
- ▶ Give an example of how you will apply what you learned in this course back on the job.
- ▶ How could this course be improved.

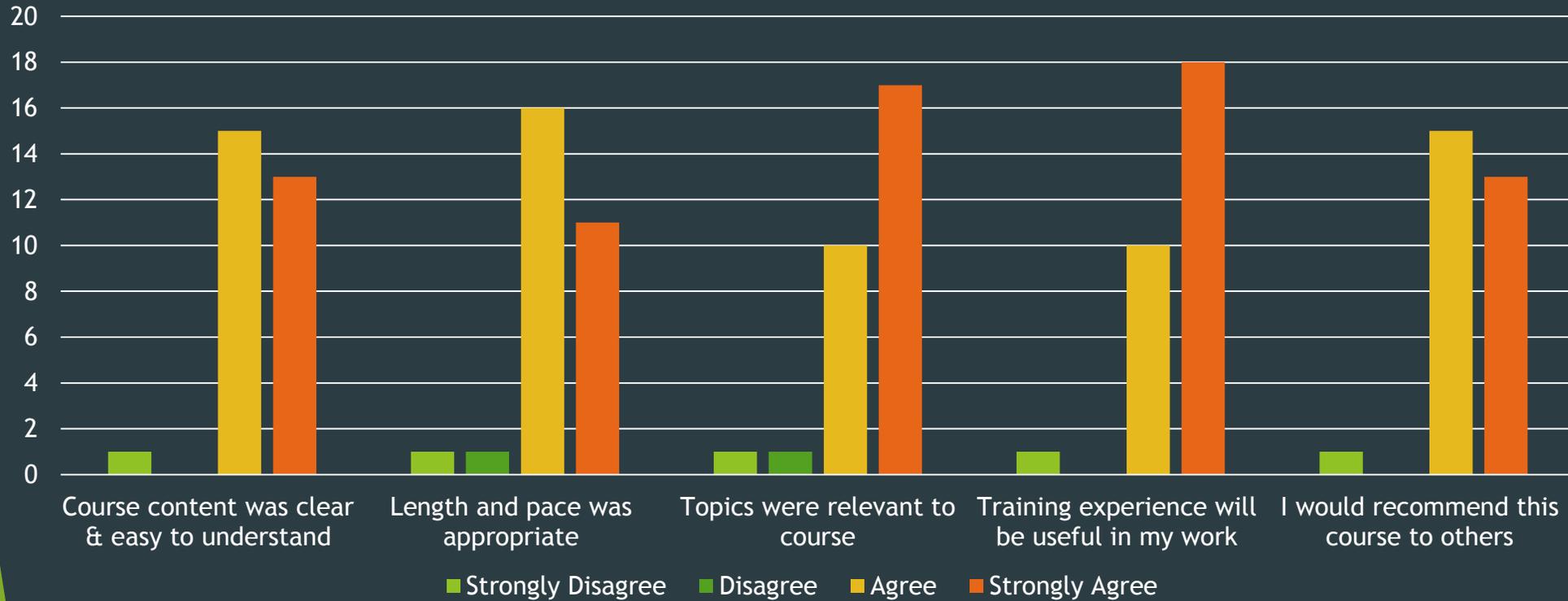


# How did you hear about this course?

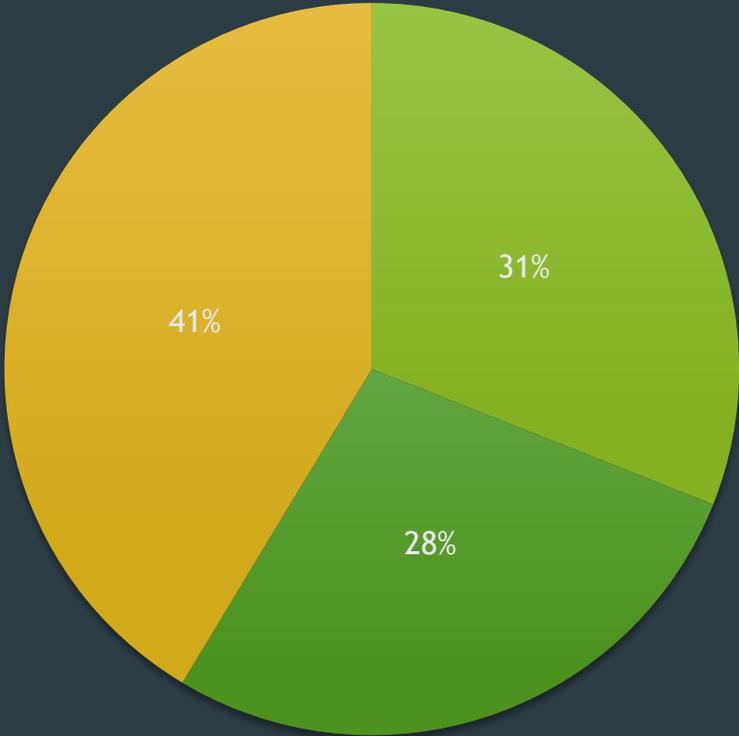


City Wide Announcement Supervisor Email LearningCC.org Other

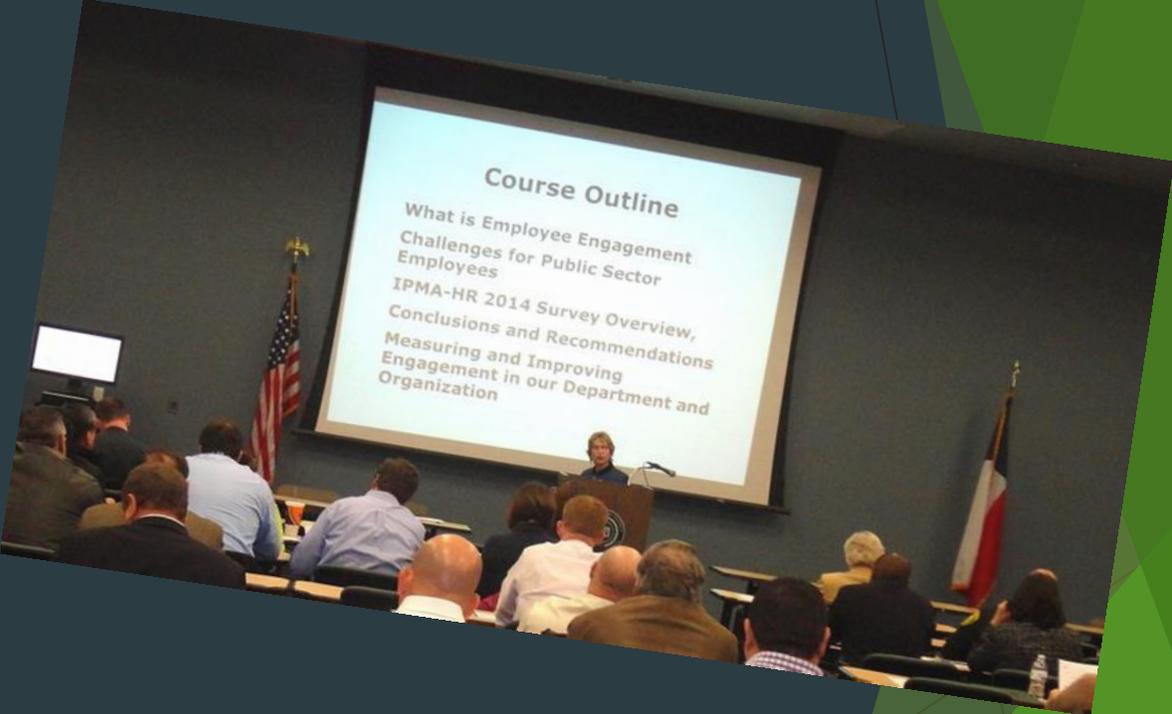
# Please evaluate the following statements



# Overall Satisfaction



■ 5 Stars ■ 4 Stars ■ 3 Stars ■ 2 Stars ■ 1 Star



# Give an example of how you will apply what you learned in this course back on the job.

- ▶ Create engagement
- ▶ I'd like to re-read the survey results & video with data on engagement to formulate a specific plan of action
- ▶ Increase communication with employees
- ▶ Use the information as a better understanding between generations and the essential differences and motivational factors
- ▶ As employees about their workloads. I think this is the biggest issue in some departments
- ▶ Find time in each day to thank an employee for their hard work on special projects
- ▶ I will have a similar discussion with my staff
- ▶ Use the information to enhance my engagement with my staff



# How could this course be improved?

- ▶ Focus on how we (managers/directors) knowingly or unknowingly contribute to causing employees to become discouraged
- ▶ It was great
- ▶ Less overall statistics, more summary and “what if” means
- ▶ Less sentences, more bullets on slides
- ▶ Use City of CC specific data - there are similar employee surveys, about 2/3 years ago for City of CC employees
- ▶ Learn where we, the City of CC, falls in comparison to this data
- ▶ All was great as presented
- ▶ I'd like to see if we could use the survey from the 2014 year study with the City organizations. That way we know exactly how our workforce feels and we can ask what changes they feel would increase engagement
- ▶ Very well done. Statistics were interesting

