

# Evaluation Report

## PAN/OAN PHA Level I Leadership Training

September 25<sup>th</sup>-28<sup>th</sup>, 2009 – Loon Lake, BC

### Post Event Evaluation

*“It certainly was a life changing experience for me.”*

*Participant -Level I Leadership Training*

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Evaluation Consultant to PAN

October 2009

# PAN/OAN PHA Level I Leadership Training-Evaluation Report

## Acknowledgements

PAN would like to acknowledge the parties that made this PHA Leadership Training possible:

Thank you to our partners at the Ontario AIDS Network, for helping PAN to bring this program to PHAs in BC - in particular Thomas Egdorf and Ed Argo, OAN Facilitators, for travelling out west, delivering the session and sharing their expertise and skills.

Thank you to Kath Webster and Marc Seguin, PAN "facilitators-in-training". We tremendously appreciate their volunteer commitment – and all the energy, dedication and time devoted to the training. We look forward to continuing to work with you in developing this program in BC!



Thank you to Merck Frosst, for their significant and generous financial support of the September 09 training. We are pleased to be working partnership with you!

Thanks to the Public Health Agency of Canada, AIDS Community Action Program, for their financial contribution and sustained support of PAN.

## Summary

The initial phase of the PAN/OAN PHA Leadership Program has been extremely successful.

The necessary commitment and actions were taken by PAN to further this priority issue- to build on leadership training for its member organizations, including PHA leadership, as well as leadership training and opportunities for all ASO staff and volunteers (including ED's and front line workers)<sup>1</sup>. The successful results are an important milestone for the organization.

The PHA Leadership – Level I training, BC's first-ever, was a resounding success with most of the 18 participants who attended training in September. The OAN facilitators & PAN "facilitators-in-training" reported a successful program from their perspective too! Practically all of those involved were energized by the experience. The participants are imagining the next steps for their personal leadership development and the PAN facilitators and organizers are planning the next phase for the PAN PHA Leadership Program.

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<sup>1</sup> PHA Leadership Stream Resolution February 2009

## Background

This short report is based on PAN documents found on the web-site, completed evaluations from participants at the Level I training and discussions with the PAN ED, Jennifer Evin Jones.

Leadership has been a much discussed issue at PAN for a number of years. The following is an abbreviated chronology of the developments leading to the successful introduction of the PHA Leadership Training Program in BC:

- In May 2008, Moffatt Clarke, PHAC Consultant and Jennifer Evin Jones, PAN, ED discuss the possibility of collaboration with the Ontario AIDS Network (OAN).
- In September 2008, Malsah and Christopher MacKenzie, two members of the PAN Board of Directors, travel to Ontario and meet with Rick Kennedy, ED of the OAN, Thomas Egdorf, Director of PHA Programs and other staff at the OAN. They are on a “fact finding” mission to explore the best practices and successes being enjoyed by the provincial network in Ontario, including the PHA Leadership Training Program.
- Malsah and Chris present on the OAN’s PHA Leadership Training Program at the Fall 2008 HIV+ Forum and the OAN video “Encouragement of the Heart” is shown – attendees at the Forum express an interest in PAN further exploring the PHA Leadership Program.
- Rick Kennedy, ED OAN attends PAN’s Fall 2008 General Assembly, and does a presentation on the Ontario network and their PHA Leadership Training Program.
- During the Interactive Breakfast Café on the Future of the HIV/AIDS Movement during the Fall 2008 conference, attendees express a concern about the loss of leadership within the movement and the need to address that in a focused and concerted manner.
- BC PHAs Marc Seguin and Kath Webster are invited to and attend the OAN’s PHA Leadership Training Program – Level I - February 13<sup>th</sup>-16<sup>th</sup> 2009 – in Toronto – as PAN volunteers.
- Kath Webster and Marc Seguin present their findings/impressions/recommendations during PAN’s PHA Leadership Stream at the Spring Skills Building conference, February 25<sup>th</sup>-27<sup>th</sup> 2009. They speak very highly of the leadership program and the desirability of having the same program available to PHA’s in BC.
- At PAN’s Spring Skills Building Conference, the majority of delegates including the participants in the PHA Leadership Stream resoundingly support establishing a PHA leadership program in BC and provide PAN Board and management with a mandate to pursue the program’s introduction in partnership with the OAN.
- PAN and the OAN sign a partnership agreement governing the introduction of the PHA leadership training program in BC in April 2009 – a joint planning committee is created.
- A date for a Level I workshop is chosen and a volunteer PHA Selection Committee was created to determine the application process.
- The date of BC’s 1<sup>st</sup> training and the application process is promoted through: the PAN website; targeted email communications to all Executive Directors of PAN member agencies; targeted email communications to delegates who had attended the PHA Leadership stream in February.
- The volunteer Selection Committee of PHAs receives and reviews 36 applications. A difficult winnowing to 18 participants (5 PHAs who reside outside the Lower Mainland, 3 youth

participants , 1 Aboriginal participant, 5 women participants and 5 participants from ethnic backgrounds other than Caucasian ) from was done based on responses to the following questions on the application<sup>2</sup>:

- Please list and describe your involvement with the Pacific AIDS Network (PAN)
  - Please list and describe your involvement with the HIV/AIDS community and/or other community involvement
  - What skills would you like to develop in order to be more effective in your community work?
  - What do you expect to get out of this leadership development training?
  - How do you plan to use this training in your community work?
  - How do you plan to share your experiences at the Leadership Level I Core Training with other PHAs in your community?
- The first BC Level I PHA Training workshop is delivered at Loon Lake on the weekend of September 25 to 28, 2009. Two OAN facilitators, Thomas Egdorf and Ed Argo, lead the workshop with Kath Webster and Marc Seguin co facilitating sections as “facilitators in training”.

After the training, the participants were asked to respond to two evaluation forms. One form (see Appendix A) was provided by the OAN and the second form (Appendix B) was developed by PAN to determine different aspects of personal change.

## What Participants Said

Overwhelmingly the participants were positive about their experience. Some of the written feedback:

*“I had an amazing experience and will take back what I learned and share / apply in my agency, life and community! Thank you!”*

*“It was one of the best programs I have been involved in. I was so surprised to be working on self as well as program material. The facilitators were amazing. I hope that we have the opportunity to take the other level with the same people who are here now. “*

1. YES was the response of all (100%) of the participants when asked whether the Program had helped them to:

*Understand my core values better*

*Understand my personality better*

*Feel more confident about being a leader*

*More knowledgeable about how to be a leader*

*Be aware that anyone can be a leader*

Furthermore the majority of participants stated that the program had helped them a lot.

2. There was an extremely positive response with 94% of the participants answering YES to whether the program had helped them to:

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<sup>2</sup> Application Form PHA Leadership development Training Program

*Feel more connected to the HIV/AIDS movement  
Feel I can be part of the a community response  
Increase my confidence to be more meaningfully involved  
Feel my peers are willing to support my participation.*

*“As someone who has been in a leadership position for some time I applaud your efforts, I now feel there are strong leaders being developed and that will make transitioning from an “in front” leadership role to one of leading from behind and mentoring in the future.”*

*“Great job!! One word-WOW!!! And yet not enough words to express my appreciation for this weekend!!!”*

Furthermore the majority of participants stated that the program had helped them a lot.

One participant was dissatisfied with parts of the workshop stating: “If I had known that so much time would be spent on internal/emotional things I wouldn’t have registered for the training. I am uncomfortable when people cry at meetings.” This individual suggested “more concrete skill building training.”

### 3. Personal Development

*“Great program was all that I heard it was and a whole lot more. “*

Responding to questions on aspects of personal development, which focused on giving feedback, community involvement and self- confidence, participants stated:

#### Giving Feedback

89% of the participants responded that the workshop had increased their ability to give feedback at work/ volunteering

94% of the participants responded that the workshop had increased their ability to give feedback with friends and family

94% of the participants responded that the workshop had increased their ability to give feedback to professionals/health care providers/ service providers

#### Increasing involvement

83% of the participants responded that the workshop had encouraged them to increase their involvement in work/volunteering

78% of the participants responded that the workshop had encouraged them to increase their involvement in community activities

#### Increasing confidence

83% of the participants responded that the workshop had increased their confidence at work/volunteering

78% of the participants responded that the workshop had increased their confidence with friends and family

83% of the participants responded that the workshop had increased their confidence with professionals /health care providers/ service providers

#### 4. Participant Suggestions for Change

Besides the four participants who were totally satisfied with the Program, others made the following positive suggestions:

- *"I know about funding/\$ issues and I still insist for "one more day"!!! Stretch things out."*
- *"Offer a way by which we could continue to grow by offering different levels or follow-up workshops and meetings."*
- *"Liked the format and enjoyed all the workshop modules. Day 2 &3 were over 12 hours each and I found that a b\*\*ch"*
- *"Have more people under 35."*
- *"I would like to see more emphasis on the value section and how we use or judge what values are and where they can be used effectively."*
- *"The bulk of the weekend is geared towards emerging leaders. Include a broader perspective to include outgoing chairs and mentor roles for past chairs."*

#### 5. Facilitators-in-Train Comments

The facilitator's initial comment was that the training was an extremely positive and challenging experience for them. They also commented that they personally learned a lot and enjoyed working with the group. The facilitators will be giving an in depth report at the Oct 2009 PAN Forum.

### Recommendations

Given the success of this Leadership Training Program, complementing the momentum and enthusiasm that has been built within the membership, there is an obvious recommendation: that PAN institutionalizes the PHA Leadership Training Program. A regular cycle of programming should be developed that begins by:

Offering another Level I workshop within the next six months

Offering a Level II workshop for the past level one participants within the next year

Continue the collaboration and successful partnership with the OAN

Plan a continual cycle of training workshops

Source out and secure the necessary funding to meet the above objectives

## Appendix A – General Evaluation Form



*Dear Program Participant,  
Your thoughts about the Leadership Program will help with our future planning activities. Please take a few minutes to answer the following questions. Thank you!!*

**1. How did you find out about the Leadership Program?** (please check one)

Pacific AIDS Network website  Other source  please specify \_\_\_\_\_

**2. This source of information about the Leadership Program was:** (please put an 'x' in the appropriate box)

appealing  
strongly agree  agree  neither agree nor disagree  disagree  strongly disagree

easy to find  
strongly agree  agree  neither agree nor disagree  disagree  strongly disagree

what I needed to help me decide to register  
strongly agree  agree  neither agree nor disagree  disagree  strongly disagree

**3. What would you suggest we change about the way we promote the Leadership Program?**

\_\_\_\_\_

\_\_\_\_\_

**4. The Leadership Program has helped me to:** (please put an 'x' in the appropriate box)

<u>understand my core values better</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>
<u>understand my personality better</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>
<u>feel more confidence about being a leader</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>
<u>be more knowledgeable about how to be a leader</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>
<u>be aware that anyone can be a leader</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>

**5. If you said 'no' to any of the above, please explain:**

\_\_\_\_\_

\_\_\_\_\_

**6. The Leadership Program helped me to:** (please put an 'x' in the appropriate box)

<u>feel more connected to the HIV/AIDS movement</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>
<u>feel I can be part of a community response</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>
<u>increase my confidence to be more meaningfully involved</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>
<u>feel my peers are willing to support my participation</u>	yes, a lot <input type="checkbox"/>	yes, somewhat <input type="checkbox"/>	no <input type="checkbox"/>

**7. What would you suggest we change about the Leadership Program?**

\_\_\_\_\_

\_\_\_\_\_

**8. What else would you like to tell us?** (please write on the reverse if needed)

\_\_\_\_\_

\_\_\_\_\_

**Thank you for your time and contributions!**

## Appendix B – PAN Specific Evaluation Form



*This Leadership program has aspects that could affect your life on a personal level. We would appreciate your responses to the following questions.*

1. I think that this leadership training increased my ability to give feedback (please check all that apply)
  - at work/when volunteering
  - with friends and family
  - to professionals/health care providers/service providers
  
2. This leadership training has encouraged me to increase my involvement (please check all that apply)
  - in work/volunteering
  - in community activities
  
3. This leadership training has increased my confidence (please check all that apply)
  - at work/when volunteering
  - with friends and family
  - with professionals/health care providers/service providers

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The Pacific AIDS Network gratefully acknowledges the financial contribution of Merck Frosst for making this leadership training possible.

