

# TAP Talk Summary Evaluation

June 2015

Theme: Strategic Learning – Redesigning the Plane as You Fly It

Date: June 4, 2015

Framing Question: What will it take to turn failure be turned into learning?

Number of Participants: 60-65

Presenters: Sharon & Peter Flanagan-Hyde, Flanagan-Hyde Consulting

Evaluation Response: 20 individuals responded to the overall survey.

Desired Results: We hope participants walked away with...

- Making a connection with another participant
- Recognizing the value of continual learning to improve their organization's work
- Believing they are an important part of a larger network of change agents in our community
- Identifying their organization's strategies
- Identifying the impact of individual and cultural learning styles on their organization
- Assessing their organization's readiness for strategic learning
- Assessing their organization's culture with respect to evaluation

## Desired Results

<i>Evaluation Questions</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I have an increased awareness about the value of continual learning to improve my organization's work.	14	4	0	0	0
In the next three months, I intend to contact someone I met or with whom I reconnected at the TAP Talk.	12	2	4	0	0
I have an increased awareness and/or feeling that I am part of a larger network of change agents in our community.	10	8	0	0	0
I believe that I will be able to use the information and insights I gained during this TAP Talk to help my organization accomplish its mission.	14	4	0	0	0
I am more confident in talking about the cycles of learning in my organization.	9	9	0	1	0

## Learning Questions

*What is your biggest "aha" or "take away" from this TAP Talk?*

- Strategic planning is not a one-time process
- Great resources and networking opportunities.
- Liked the different frameworks
- There was a new idea offer to assist with solving one of my organizations issues. We are starting to implement the changes and hope it goes well.
- Creating a true culture of evaluation.
- The use of surveys or evaluations.
- 1. Gave insight to ensuring by in to 4d upon strategic planning. 2. The importance of building an evaluation process into the culture. Use of tool and resources (survey monkey) validating or re-evaluation planning strategies.
- I loved discussing learning cultures. As a new non-profit, it's so important to have this culture in place so that as we grow we can be as effective as possible.
- How to integrate some of the learning processes (covered at the end) into projects/activities
- the cycles of learning - at the end
- The importance of including several options for learning at our training/orientation meetings
- I loved discuss the learning culture. As a new non-profit, it's exciting to have this information early on in our development.
- Biggest take away for me was the graphic with the square stones. It is a great reminder to never be too busy stop, evaluate, learn and improve and to remind myself to be present in the moment.
- I loved the idea that "Evaluation is a partner in the process." This makes me more intentional about considering evaluation in a more integrated way during the design phase, to ensure programs are also designed FOR evaluation. (As opposed to just the final design bullet of "and we'll evaluate at the end.")
- The energy and ideas generated when our tables broke for exchange of styles and discussion. A good amount of time was reserved for us to do that!
- The concept of the culture of learning and its components, especially the "Permission to Fail".
- No matter what our nonprofits missions and goals are, we all seem to have many of the same basic problems with trying to get the operations of our programs functioning well and harmoniously.
- What learning actually entails

*What will you do different as a result of what you have learned? How will that positively impact your organization?*

- Redo our strategic plan put in place a review system
- I return for more TAP talks.
- Expand ways info is presented/collected, etc. to appeal to a wider variety of learning styles
- We are adding a new patient educational track and survey to help monitor the progress.
- Bring the information to the team so everyone has it on their minds as we continue to mold our programming and operations.
- Begin using Survey Monkey or a similar tool to survey volunteers and how they relate to our strategic planning in regards to volunteer retention.
- Put in an evaluation process that helps with volunteer recruitment and retention.

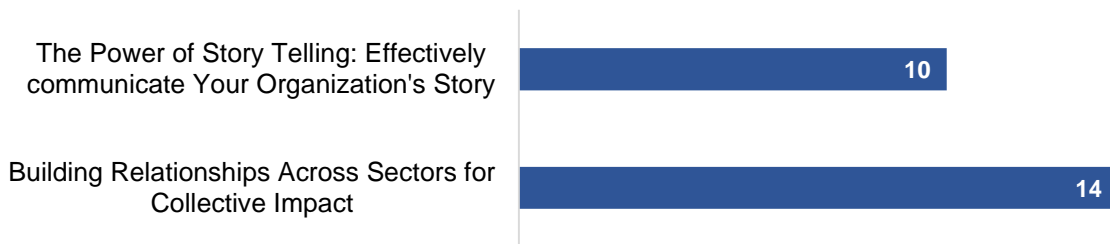
- I'm looking forward to learning more about the cycles discussed at the end of the meeting
- Take the time to think before I jump right into a new project. Step back and make sure I've taken the time to prepare
- take time to think thru the entire project before jumping right in- including how it will be evaluated
- I will research and introduce as many options for learning as possible, and track feedback to insure that the way information is presented includes the styles that are the most effective.
- I look forward to learning more about the cycles we discussed at the end of the meeting.
- Just made a copy of the cartoon to hang on my wall--daily reminder to make myself present and to take time to create a healthy culture of evaluation.
- See above comment. This will help ensure that all program design elements are attuned to the mission-driven outcomes and impact that we want to measure against, and will help us to hold a tighter mission focus in our activities.
- I will be more focused and strategic in the development of my project components.
- We will be a more effective working Board by being more sensitive to the differences in learning styles, by dealing with the "bloody rhinoceros head" in the corner that we have been stepping around, and by emphasizing the culture of evaluation and setting quarterly objectives for our strategic plan
- I saw my need to join the new TAP Talk group which will train me to address these difficulties better and in turn share the lessons I learn with my other board members.
- Incorporate what I learned and apply it to myself and business to not only build, grow and sustain my business but to grow as a person as well.

*How do the learning styles on your team or in your organization affect how you learn as a group?*

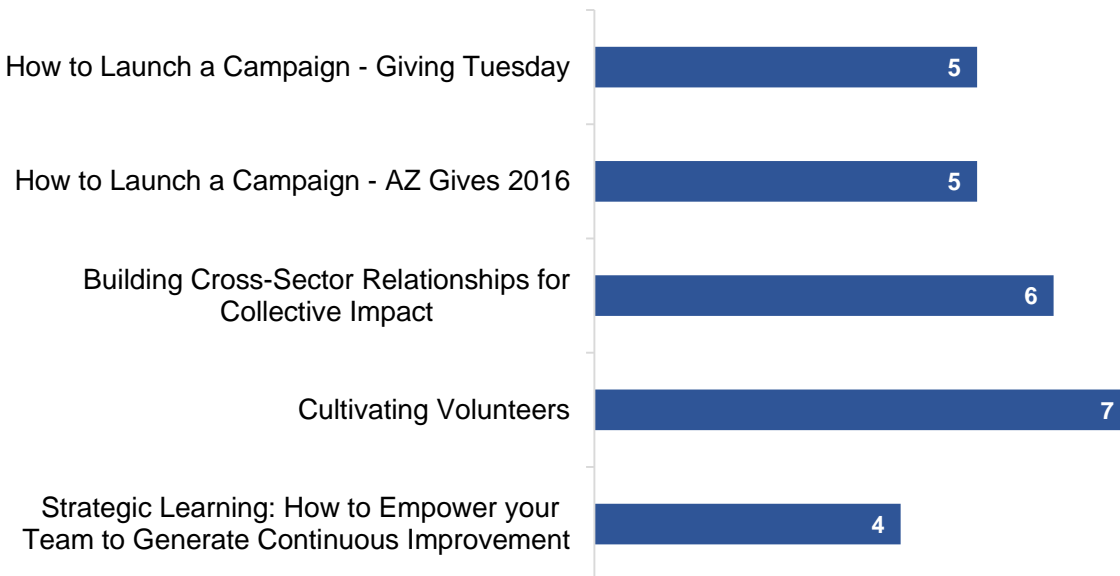
- Greatly affects our learning. Visual verbal kinetic style are equally important
- I'm sure a multitude of ways, however being new to the organization I cannot narrow it down at this point.
- Need info presented in a variety of ways
- Most of our group seemed to be auditory learners. This made for great understanding of the questions and long discussions of each topic. The class seemed to go really well and very fast.
- Because we have different learning styles, we have to tackle projects on many fronts. This takes meeting everyone where they are in regards to learning whatever they might be learning. Our biggest strength in regards to meeting everyone with where they are at comes from having open communication about the progress of our learning to know where we need to grow.
- It enhances the learning experience as a whole. By ensuring each learning style is addressed we are able to re-enforce the learning.
- It enhances the learning experience because by trying to reach all learning styles it re-enforces the learning for all of the organization.
- It's important to know the learning culture of your team. By communicating across learning styles, you can better touch each person on the team and make better progress.
- we need to "more" aware of how each of in the org learn
- take time to learn more about how we learn
- The diversity of learning styles among both our board members and our village members make it necessary to present information in more than one format.
- Everybody learns differently, visual, auditory, kinesthetically. It's important to present information to the team utilizing the different styles.

- I believe the learning styles in our department vary greatly. Because of this, we each retain information differently and knowing this, we've responded by meeting regularly to download and discuss what we've learned to make sure we're a cohesive group.
- We're very collaborative, so team members have an opportunity to ask questions and make requests to get what they need to fit their own learning style, and similarly provide feedback and information in different ways. So there tends to be a multi-faceted approach to learning.
- I am better able to identify how my client teams learn....visual, etc. Recognizing different styles, I incorporate a bit of each individual learning style into my trainings and/or client meetings so most needs will be met.
- We are a working Board and the dissimilarity of learning styles has led to some conflict.
- Significantly
- It opens communication and encourages brain storming

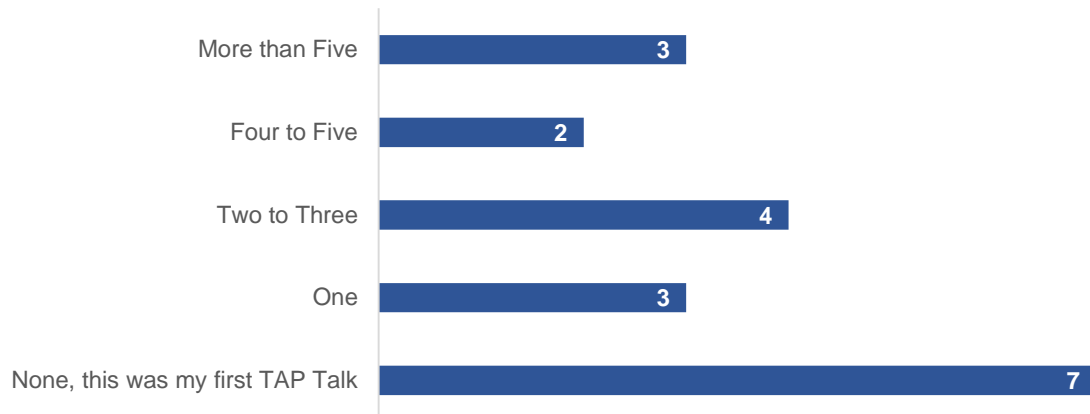
### Future TAP Talks – Probable Attendance



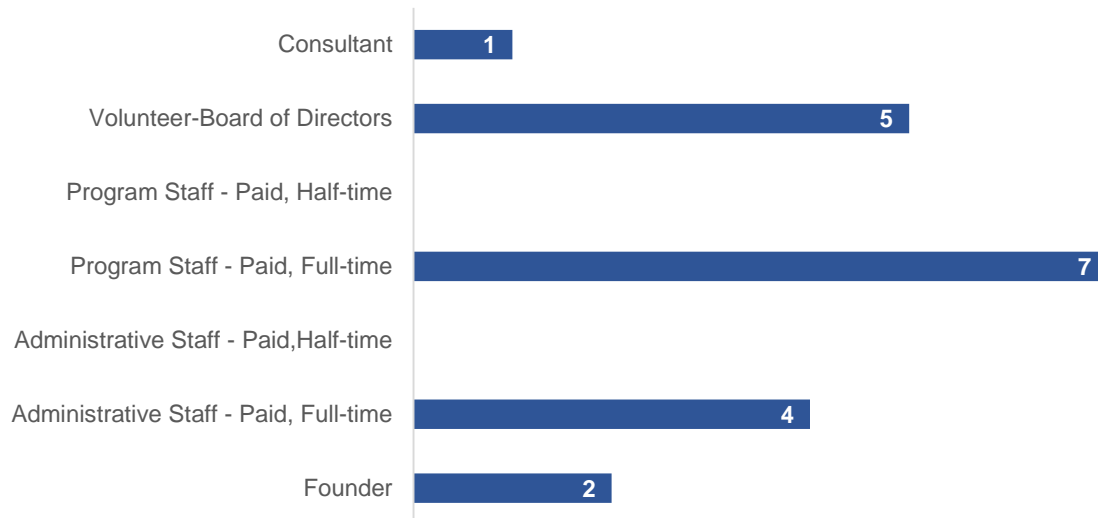
### Future TAP Groups – Probable Attendance



## How many TAP Talks have you previously attended?



## For the organization you are representing today, please choose the closest description.



## Final Comments

- The presentation style of the Flanagan-Hyde's was great!!! I loved the information introduction then the group dynamic. It made for a wonderful way to learn
- The presenters were great. love the way they introduced a topic/then allowed the group to discuss
- Wonderful presentation, enjoyed meeting my table mates--a reminder how small our community really is and how much we all overlap.
- Good session.
- The opportunity to learn from experts in the nonprofit arena and to interface with other small nonprofits is invaluable. Thank you Raquel and SLHI.
- Love the new format both for the TAP talks and the TAP groups. Thank you for emphasizing collaboration between nonprofits.
- Great presentation.