

New Leadership Network Member Survey Stanislaus County

This survey was administered approximately six weeks after each cohort had completed the first six months of immersive retreats with the New Leadership Network. The goal was to assess the leadership growth, network health and systems impact (early stage). If relevant, we are happy to share our data as a baseline for other network evaluations.

Introduction

Congratulations on completing this phase of your leadership journey with the New Leadership Network (NLN)! We are conducting this survey as part of our evaluation of NLN. At this time, we are particularly interested in learning how you have developed as leaders, how you are applying what you have learned, and how we can improve NLN.

We expect that the survey **will take about 15 minutes of your time; we value your honest responses**. Thank you for your time and participation in this survey!

Strengthening Your Leadership

Please answer the following questions about the outcomes/changes you have experienced as a result of joining the New Leadership Network (NLN).

- To what extent have you grown/improved in the following areas as a result of joining NLN?
(Select one in each row)

	No growth/ improvement	Minor growth/ improvement	Some growth/ improvement	Considerable growth/ improvement	Transformative growth/ improvement	Don't know /NA
INDIVIDUAL/TEAM LEVEL						
a. My understanding of my strengths, challenges and “how I show up” as a leader						
b. My confidence in my leadership abilities and contributions						
c. My ability to create teams that can collaborate and solve problems effectively						
d. My ability to work with people who are different from me (e.g.,						



background, perspectives, skillsets)						
e. My ability to identify and manage issues of power, diversity and inclusion in my work with others						
f. My ability to coach others						
g. My ability to manage conflict and “complicated conversations”						
h. My ability to give feedback						
i. My ability to receive and apply feedback						
j. My understanding of tools I can apply when faced with ambiguity or complexity (e.g., tools for innovation, collaboration, design, strategy)						
k. My ability to innovate in places of ambiguity or complexity						
l. My ability to navigate between systems thinking and managing change on the ground (e.g., “10,000-foot view” to “ground level”)						
SYSTEMS LEVEL						
m. My understanding of how my work fits into the larger Stanislaus County landscape (e.g., problems, systems, sectors, perspectives)						
n. My sense of connection to others working to better Stanislaus County						
o. My energy and inspiration to engage in community-level change						
p. My ability to effect community-level change						
q. My optimism about the future of Stanislaus County						

2. Have you experienced any of the following changes as a leader as a result of joining NLN? Please briefly explain each answer below. (Select all that apply)

- Changed positions/got promoted within your organization
- Changed jobs/moved to a new organization
- Better aligned your job responsibilities with your skills/talents
- Assumed a new role or greater influence in the community (e.g., joined a local board, got involved in local politics)
- Initiated or engaged in collaborations with other community or NLN members (**not** including your NLN design team)
- Pursued additional education or professional development
- Other (specify below)
- None of the above

Please explain your answers: _____

3. Have you applied what you learned in your organization/collaborations in any of the following ways as a result of joining NLN? If yes, please give specific examples. (Select all that apply)

- Applied a different mindset or perspective to my work
- Applied new/stronger skills
- Used tools I learned about in NLN
- Shared what I learned with colleagues
- Other (specify below)
- None of the above

Please give specific examples: _____

Your Experience of the Network

The following questions are about the network of members who have participated in NLN. Please consider the entire network of members, across cohorts.

4. To what extent do the following statements describe the network? (Select one in each row)

	Not so much 1	2	3	4	Totally! 5	Don't know/NA
a. Members are adding value to each other's work						
b. Members are creating new knowledge or insights together						

c. Members are achieving more together than they could alone						
d. As a network, members have the skills they need to advance network goals						
e. As a network, members have the connections they need to advance goals						

5. Has membership in the network helped you do any of the following? Please briefly explain each answer below. (Select all that apply)

- Save time
- Find a solution to a key challenge
- Make a change in policy/program/process
- Avoid a problem already faced by peers
- Obtain a staff and/or board position in another organization
- Join a collaboration or increase your engagement in a collaboration
- Recruit others to join your organization or collaborations (e.g., board members, staff, collaborative members)
- Cultivate new/stronger connections outside of NLN
- Bring additional resources to your work
- None of the above

Please explain your answers: _____

6. Briefly describe the *most significant* connections you have made, or collaborations you have engaged in, as a result of joining NLN. This could include new/stronger relationships or engagement with NLN members or others in the community (e.g., Hilary going in to talk with Renaldo’s class).
7. Do your relationships with other network members strengthen your leadership and ability to effect change? If yes, in what ways?
8. In your opinion, does your NLN cohort have the “right” mix of members to facilitate community-level change (e.g., diversity of experience, backgrounds, perspectives, skillsets)? Why or why not?

NLN Curriculum & Design

The following questions are about NLN’s curriculum and design, and your opinions about the overall NLN experience.

9. To what extent do you agree that the following elements have strengthened your leadership and ability to effect change? (Select one in each row)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Don't know/NA
a. Systems thinking: passion talks and sensemaking						
b. Personal stories and values: 3-minute speeches						
c. Network content and network mapping						
d. Coaching and leadership content and frameworks						
e. Peer coaching (i.e., homeroom)						
f. Coach training						
g. 1:1 professional coaching						
h. Exchange with Bay Area leaders						
i. Design-thinking training						
j. Design team projects						
k. Assigned readings and design team homework						
l. Check-in dinners between convenings						
m. Dancing/movement/talent show						
n. Micro-grants for collaborations						
o. Cross-cohort supports (e.g., integration dinner, 1:1 meetings)						

10. Which NLN lessons, tools or experiences have been the most valuable to you, and why?

11. How could the NLN experience be improved (e.g., what was missing, what might be cut, what could be significantly improved)? Please offer candid and specific feedback.

12. How would you rate your overall NLN experience? (Select one)

- Poor
- Fair
- Good
- Very good
- Exceptional

13. [Optional] Is there anything else you would like to share that you haven't already mentioned (e.g., ways you are applying your leadership, effectiveness of the NLN experience)?

14. What NLN experiences or supports are you hoping for in the post-cohort period (e.g., specific topics, session formats, collaborative efforts, cross-cohort integration, etc.)?

Background Information

Please answer a few background questions about yourself and your work. Your individual identifying information and responses will not be shared without your permission.

15. What is your name (first and last)?

16. In which NLN cohort did you participate? (Select one)

- Cohort 1
- Cohort 2
- Cohort 3
- Cohort 4

17. Which of the following best describes your current sector? (Select all that apply)

- Academic
- Nonprofit/Philanthropic
- Private/Business
- Public
- Other (specify): _____

18. Which of the following best describes the issue/content you currently focus on in your work? (Select all that apply)

- | | |
|-----------------------------------------------|-------------------------------------------------|
| <input type="checkbox"/> Agriculture | <input type="checkbox"/> Health |
| <input type="checkbox"/> Economic development | <input type="checkbox"/> Housing |
| <input type="checkbox"/> Education | <input type="checkbox"/> Media |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Technology |
| <input type="checkbox"/> Faith | <input type="checkbox"/> Other (specify): _____ |

19. What is the name of your current organization?

20. What is your current position/title?

21. [Optional] What is your age?

22. [Optional] What is your gender? (Select one)

- Female
- Male
- Other (specify): _____

23. [Optional] What is your race/ethnicity? (Select all that apply)

- African American
- Asian/Pacific Islander
- Latino/Latina
- Middle Eastern
- Native American/Alaskan Native
- White/Caucasian
- Other (specify): _____

24. [Optional] What is the highest level of formal education that you have completed? (Select one)

- Less than high school
- High school (e.g., diploma, GED)
- Associate's degree (e.g., AA)
- Bachelor's degree (e.g., BA, BS)
- Graduate or professional degree (e.g., MA, MBA, JD)