2012 4CDLI Participant Feedback

1. What are the strengths of the 2012 4CDLI Program?	2. What are the weaknesses and areas we should revise from the 2012 4CDLI Program?
Interaction that program provided for employees participating from different campuses and departments	More time on some topics is needed (i.e. communications topics, etc.)
"Learning by doing". Program provided practical application of what was learned in the program into the final project	More time on book discussion is needed and assignments that were provided
Learned more about the District Office and their function	Need more intentional reading and link back to classroom discussion
Program provided global understanding outside of CCCCD	Discussions are needed on reading assignments
The program "humanized" the District and campuses and those outside of our community	Final project: there was a problem finding time to pull the final project together and the requirement to present it to Chancellor's Cabinet.
Breadth and depth of information shared and presented how it was personalized	Scheduling of final project presentations was difficult after the end of the academic year. Many employees take time off after the end of the academic year so it is difficult to commit time to a presentation once the academic year has ended.
"People, places and things." Personalized presentation and people in the program.	It is important that Cabinet members demonstrate active participation and dedication to the final project presentations.
Learned a lot about the District and now can establish connections in the District.	More group interaction (larger group as opposed to the small project group) is necessary
Provides "empowerment" to call others who completed a previous 4CDLI program	

3. **How big of a 2014 cohort should we have?**
   20 participants. No larger than this amount. It is important to mix up the interaction of participants by providing a seating assignment so folks don't sit with their respective campus employees. Having 15 participants might be advantageous since it will make the sessions more intimate.
4. **What topics should we incorporate?**
   Everything included in the 2012 program was invaluable.
5. **Was the amount of time allocated to the sessions too much time or too little time? Should they all be the same?**
   Each workshop should have its own allocated amount of time based on the subject matter being taught. They should not all be identical in their length of time. It was recommended that the resume building/interviewing workshop be left as an optional workshop for those 4CDLI participants who are interested in focusing more on this aspect of development and perhaps utilize the time in the program more towards other topics of leadership development.
6. **What are your comments about the group project work?**
   These are noted in the comments for questions #1 and #2.
7. **Are there other things we should consider to strengthen the understanding of the AACC core competencies?**
   Ask speakers/presenters to reference the AACC competencies in their presentations. They need to refer back to the competencies on a regular basis. Need to discuss the integration of what was learned in class with the associated competencies.
8. **What are your thoughts about the job shadowing component of the program?**
   It was challenging having to commute to another campus to conduct job shadowing however the experience of shadowing someone else was positive and it gave employees a different perspective
9. **Is there a different role for the 2012 4CDLI co-hort for the 2014 program?**
10. **Did you know there was a 4CDLI Advanced program, and if so, are you interested in participating in that program? Should a prerequisite to**

participate in the advanced program that you must take this 4CDLI program?

11. **Should we incorporate a student component/involvement to the 4CDLI program?**

General comments: It was suggested that the names of all those individuals who completed the 2012 program be included in the communication that Helen sends Districtwide regarding the announcement for the 2014 program. This would allow potential applicants to contact the 2012 alumni in order to obtain information about their experience in the program. It was also recommended that the campus Presidents send an email to all employees at their location encouraging their participation in the upcoming 2014 4CDLI program.