

SUMMIT FEEDBACK
ORD LEADERSHIP SUMMIT
 JANUARY 12 - 16, 2003, BALTIMORE, MARYLAND

A total of 88 participants completed and returned an ORD Leadership Summit Feedback form. This form consisted of one scaled question and five open-ended narrative questions. The results for the scaled question and the themes for the narrative questions are below. *(Please note that the number in parenthesis following each theme represents the number of occurrences of this theme.)*

1. Overall, the Summit met my expectations.

(Note: 80 people responded to this question)

Strongly Agree	45%	
Agree	43%	88% AGREE
Neither	10%	10% NEITHER
Disagree	1%	
Strongly Disagree	1%	2% DISAGREE

2. What was your high-point or peak experience?

Meeting new people/networking/building contacts (28)

People focusing on positives and new initiatives (23)

Sharing experiences/presenting ideas (15)

Jazz improvisation session (12)

Working in small groups (9)

3. How could the Summit have been enhanced?

Summit was excellent/no change needed (12)

Shorter days (11)

More comfortable chairs/need tables (7)

More time for discussion (5)

Speakers in morning, instead of afternoon (5)

Quotable Quotes:

"The real high point of my experience at this Summit was the opportunity to speak with others across the organization on a level playing field and feel real respect, value, progress, and energy."

"Coming together with people from across ORD, realizing our commonalities, discussing our vision for a new ORD, and being energized to make the necessary changes for a bright and hopeful future."

"The highlight was the opportunity to share a passion and convene a group who have this shared passion (from people throughout ORD)."

"The presentation on improvisation...the use of jazz to illustrate a process of creativity at the edge was awe-inspiring and very eye-opening. I hope to take these messages into my daily work and interactions with colleagues."

"Very little could have been changed or would I like to have seen done differently. Everything was outstanding. We all shared and lived a very unique four days."

"Over the next six months, I expect the beginning of a new ORD to be seen ORD-wide by participants of the Summit and by those who did not attend. I expect to see CHANGE..."

"I appreciate the opportunity to have participated in the Summit. It is nice to see the involvement of the 'new generation' of ORD in the development of ORD's future."

ORD LEADERSHIP SUMMIT FEEDBACK SUMMARY

More time for preparation/interviews (4)

Better attendance from ORD (4)

Lab/Center Leader attendance (3)

4. Based on this Summit, what changes do you expect in ORD in the next six months?

Project implementation (18)

Positive outlook/energized people/motivated workforce (14)

More collaboration (13)

Better communication (12)

5. What is the most important message, idea or practice that you are taking away from the Summit?

AI/positive reinforcement (26)

Change is possible (11)

Leadership (7)

Collaborative teamwork (6)

6. What else would you like to share with us?

Good meeting/great experience (27)

Positive/hopeful as a result of Summit (9)

Great food/accommodations (6)

Good planning (4)

Quotable Quotes

"I expect to see a motivated workforce which forges ahead into the winds of change and dares to activate the dream of a new ORD that is a world-class leader in scientific research and innovation."

"People will try things and cause a small ripple...hopefully, there will be enough ripples to combine into a tidal wave of change."

"I am optimistic that a more collaborative working environment will be seen throughout ORD."

"I expect more collaboration and better communication."

"Appreciative Inquiry not only makes us more productive, but also makes working enjoyable."

"Everything and everyone has great possibilities."

"A small change can make a big difference."

"Change is possible."

"Leadership exists at all levels."

"Let's tap the energy and imagination and experience of ORDers - and we can accomplish the impossible!"

"ORD is serious about changing its organizational culture."

"This is our time...the ball is in our court."

"Some self-discovery that I've lost some of the boldness/brashness that I had entering ORD 23 years ago. I realize that I need to regain that to start taking bold actions forward in my ORD."

"Thank you for the opportunity to be part of making history in ORD!"

"So glad I was a part of this - what an opportunity."