

WORKSHOP ONE (Group 1 & 2)
Delegate Reaction – Updated 11/10/13

‘What Was Good?’

- Interactive style - visual - moving around
- Thank God - no role playing
- Punchy style
- Appropriate levels of challenge, fun and playfulness
- Lots of material to go at
- Discipline and focus was good
- Pedagogy - not following a linear fashion to help you piece it together.
- Lots and lots of content - you don't come out of it finished - you have to carry on thinking about it.
- Combination of Doug and Mark
- Changed the axis
- Good energy/kept interest
- Content layout - floor/walls media
- Pace and clarity - gave inclusion and engagement but moved it on
- Opportunity to take 1-to-1 learning was encouraged.
- Mission Impossible - consolidate learning
- Sustained energy from all
 - Genuine engagement
 - Ability to flex the detail for the mood
 - Having had the sheep dip version before; genuinely thought provoking.
- Interactive
 - Developing overtime
 - Multi-dimensional
 - Plenty of enforced time with peer group
 - Many different processes on completely different levels relevant for different situations and employees
- Mark & Doug. Excellent combination of soft skills and real experience. Unquestionably expert and excellent at extracting the best out of their subjects without ever seeming insincere.
 - Variety & pace of the sessions. The layering of the information and its blending with interesting, interactive tasks, provided a genuine lacquering effect that I believe will ensure a longer lasting effect on the participants and our business

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I enjoyed the sessions immensely and I'm trying to work it all into my daily routine . I've done a number of State of Playi today!

- We have to get better at the way we lead and this gives us a framework to use. Using live scenarios as opposed to role play worked well for me
- The energy and format was excellent and really engaging
Doug and Mark managed the pace and content really well
Having not ever been to this type of training it was great to learn really important new disciplines, ways of working and communicating + new structures and approaches to day to day business situations
- Doug - I wanted to let you know that although I hated it, being pushed out of my comfort zone and then advised how to use strengths to maximise impact and effect was enlightening . thank you.
- Mark . I can't stop thinking about the discussion exercise (stand on the stain when you want to spout!) which helped with stopping some of the continual listening I do . and moving to getting to the facts faster!

'What I'd Change'

- Was not sure about the roles of Michael, James and Fiona - how could they engage more?
- How to link in different groups
- More active engagement and interaction from senior managers. Felt a little like they were standing around just observing at times on Day one. May have been what you want though!
- I could have benefited from some safe practise time. Real practise was good, but some of the colleague interactions were false or unrealistic. Occasionally a bit confused by the tasks (or tools)
- The location
- Clear goal and take away
Online workbook (I have heaps of admin writing up my notes)
More one to one time with either of you (personally speaking), best still with Sarah H.
Discussion with line manager (James) on talent beforehand
- Set shifting pairings. A lot of the same people gravitated to each other. A bit more thought should have been put into it by Bibendum about who should have collaborated/faced off in different situations.
- Prior to participating a company should make sure everyone is on-board with the company

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message, rather than using the sessions to weed out those set against/actively working against the business. Otherwise you're simply empowering people to be better at disseminating the wrong message.

- Binding of documents was a bit rubbish. Stuff. Come on lads.
- Not much, but I do worry for people's ability to personalise their approach- we must not lose our identities
- The energy and format was excellent and really engaging
 - Doug and Mark managed the pace and content really well
 - Having not ever been to this type of training it was great to learn really important new disciplines, ways of working and communicating + new structures and approaches to day to day business situations

'How I'd Publicise This Workshop To Others'

- Personal endorsement and active use of tools to demonstrate changes in behaviour and application of new techniques
- Thought provoking . taking it seriously. This is how we are going to do things from now on.
- A hugely challenging but enjoyable and productive session to help you think about managing yourself and your business better
- Excellent engaging course, refreshing approach
- Thought provoking, insightful & very useful. Opened my eyes on ways to improve myself and to extract more from those around me.
- My involvement in follow up team sessions in October
 - Specific activity planning work with my direct reports and use of all of the other disciplines
 - Could Doug and Mark present a top line overview of the work/sessions to groups before they attend them so they can prepare for the content/delivery?
- It's an exhaustive template for how to manage your teams and communicate with your peers - a flexible framework to provide structure, guidance and confidence where previously there's been none.
- Invaluable . it has really helped with a load of work scenarios & considerations I have been faced with.