

Shannon Leadership Institute evaluation 3 year evaluation of self-assessments of program participants (2007-09)

Shannon Leadership Institute overview

The goal of the James P. Shannon Leadership Institute, a program of the Amherst H. Wilder Foundation, is to ensure a sustainable cadre of renewed, experienced, and effective leaders who are committed to service in the nonprofit sector.

The Shannon Institute offers a structured, challenging and supportive opportunity for personal and professional renewal for experienced leaders of nonprofit organizations. Institute participants apply for selection and incur monetary and time commitment costs. They attend for one year, meeting monthly or quarterly. Shannon Institute experiences are designed to help participants:

- Clarify the purpose of their work and the core values they want that work to exemplify
- Identify strategies to increase their effectiveness
- Articulate changes needed to enhance focus, commitment, energy and satisfaction

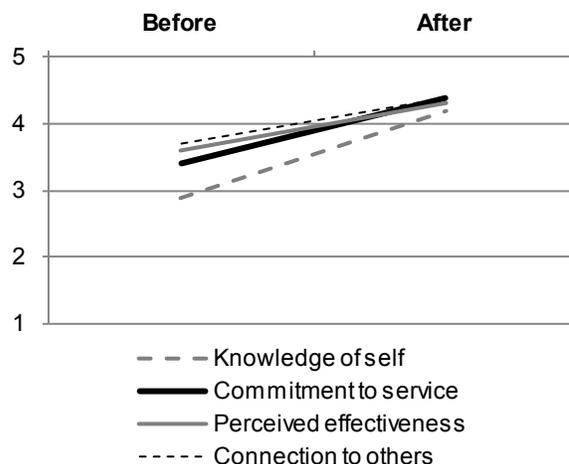
Evaluation overview

Wilder Research prepared this 3-year evaluation report using self-assessments completed by Shannon Institute participants in 2007, 2008, and 2009. Participants rate themselves at the beginning, retrospectively at the end, and post-program.

This evaluation uses the retrospective and post-program evaluations to describe the extent Shannon Institute participants gain knowledge and abilities as a result of their Institute experience, and their perceived increases in effectiveness.

Summary of findings

Individual growth represents the difference between how participants viewed themselves (retrospectively) before the program and how they viewed themselves after the program. The largest individual growth scores were seen in areas where participants initially rated themselves lower: knowledge of self and commitment to service.



Participants report gaining greater self-awareness and clarity about their values, enabling them to be more effective leaders. In their own words, participants describe increased work-life balance and meaningful connections with others. In addition, their perceived effectiveness increased in terms of achieving fulfilling, productive, and effective work:

“I will be able to have an impact on a greater cross section of society.”

“[Shannon] helped me move through the most challenging time in my professional career.”

“[I am] assuming leadership positions I had not thought I would.”

For more information

This summary presents highlights of the *Shannon Leadership Institute evaluation*. For more information about this report, contact Ronnie Brooks, Director of Wilder Center for Communities, at 651-280-2388.

Authors: Jennifer Valorose and Richard Chase

March 2010