

Orange County Corrections Division

From the desk of: Sally Graham

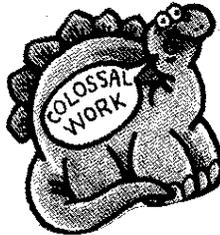
Manager, Training and Staff Development (407) 855-0703

Orange County, Florida

DATE: November 15, 1991

TO: Kal

FROM: Sally Graham 



RE: EVALUATION COMMENTS FROM KALMANOFF DECISION MAKING TRAINING
NOVEMBER 12-13.

1. Interesting 2 days, but I am not sure we made any real progress. I think we need to get more from ourselves than from consultants.
2. Looks like Sally was right. We did need you again! (David Diggs)
3. We explored one group's decision making dynamics very well. It would be great to explore individuals' dynamics and the effects on the larger organization(s). We may have focused a little too much on mechanisms for the meeting when the more important issues -- roles, contracts, etc., could have been explored more. (Larry Bacon)
4. A very productive session. The major accomplishment will be measured by the amount of productive participation in the future. All the tools needed are present. This material was sound and on target. (Gus Johnson)
5. These two days were productive and very helpful. I can't help but feel a need to talk again in the near future about being left behind. When did it happen. (Bill Townsend)
6. The review made by each member in the group sums up the quality and meaningfulness of the session. Kal is amazing and an excellent facilitator as usual. We could I'm sure live without you but don't want to.
7. Positive training - refocusing of our mission and purpose. Effective to myself in recognition of my role - division vs. territory. (P. Petrarca)
8. I believe that this particular session provided a great deal of information and clarity. A lot of self and group analysis was had and hopefully will have positive results. I personally got a great deal out of these 2 days. (Scott Bradstreet)
9. The past 2 days have been very exciting and enlightening. As usual Kal always leave us with some very valuable tools to take back to our shops.
10. Excellent session as usual. You are on target when you said it's up to us. I know we can succeed if we have the desire. Thanks Kal. (Bob Slavin)
11. We have had a very good two days of training and I think that we need more of this type, it was a pleasure. Thanks Kal

EVALUATION COMMENTS
NOVEMBER 12-13
PAGE -2-

12. Even though this training cost the county over \$3,000, it's well worth it.
13. Good class. Finally group understands role. Vocal reaction became a reality. Future will be improving. Thinking process beginning to work. Well presented.
14. I believe we need someone new to replace Kal. He has not provided us with anything new that we could have not done by ourselves.
15. Disturbing, yet insightful. Provided much food for thought.
16. These two days have given me some new direction. I realize my importance to this divisional meeting.
17. This is another milestone on a long path. Thanks for the assistance - the probing and the ability to focus on real issues that we are sometimes blinded to. I feel real clarity for the group as a whole for the first time. (Sally)