The Leadership Crucible: Preparing Young Women To Lead

Longitudinal Evaluation
Survey Results
December 2018

**The Leadership Crucible
3 Year Survey, Class of May 2015**

Evaluation Questions (based on Program Goals):
- ➢ Did the program increase the *desire* of participants to lead?
- ➢ Did the program help participants develop their leadership *skills*?
- ➢ Did the program help participants develop the *qualities* they need to be successful leaders (e.g., courage, persistence)?
- ➢ Did the program help participants *see themselves* as leaders?
- ➢ Did the program help participants develop *professional networks*?

Methodology
- ➢ On-line survey administered in late 2018
- ➢ Supplemented by hard-copy surveys for those without internet access
- ➢ One announcement email and two reminder emails
- ➢ 67% response rate

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SUMMARY OF RESULTS:

Did the program increase the *desire* of participants to lead?
➢ 100% report it did
➢ 75% strongly agree, 25% agree (average rating 4.8 out of 5)

Did the program help participants develop leadership *skills*?
➢ 100% report it did
➢ 75% strongly agree, 25% agree (average rating 4.8 out of 5)
➢ 75% report that developing leadership skills was one of the things they ***liked most*** about program
➢ Three-quarters listed this as one of the most important things the program taught them

Did the program help participants develop the *qualities* they need to be successful leaders (e.g., courage, persistence)?
➢ 100% report it did
➢ 88% strongly agree, 13% agree (average rating 4.9 out of 5)
➢ Almost two-thirds listed this as one of the most important things the program taught them

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SUMMARY OF RESULTS (continued):

Did the program help participants *see themselves* as leaders?
➢ 100% report it did
➢ 71% strongly agree, 29% agree (average rating 4.7 out of 5)
➢ It is likely some participants already viewed themselves as leaders when applying for the program

Did the program help participants develop professional networks?
➢ One of the things participants liked most about the program (2nd most-cited, after developing skills)
➢ Majority of participants are in regular contact with other participants
➢ Three-quarters (75%) are in touch with their mentors (but only 13% on a regular basis)

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DETAILED RESULTS

Draft, December 2018

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3 Year Survey, Class of May 2015**

TYPE OF PROGRAM BENEFITS

Percent of Alumni who Report The Leadership Crucible...

Increased her desire to lead	100%
Increased her leadership skills	100%
Strengthened her leadership qualities (e.g., courage, persistence)	100%
Helped her see herself as a leader	100%

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DEPTH OF PROGRAM BENEFITS
### (1=Strongly disagree; 5=Strongly agree)

The Program…

Increased my desire to lead	4.8
Increased my leadership skills	4.8
Increased my leadership qualities	4.9
Helped me see myself as leaders	4.7
Made me a better leader	4.8

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EMPLOYMENT AND VOLUNTEERISM RATES

Employed — 100%

Volunteering — 75%

SECTOR OF EMPLOYMENT

Private sector, 25%

Nonprofit / NGO, 75%
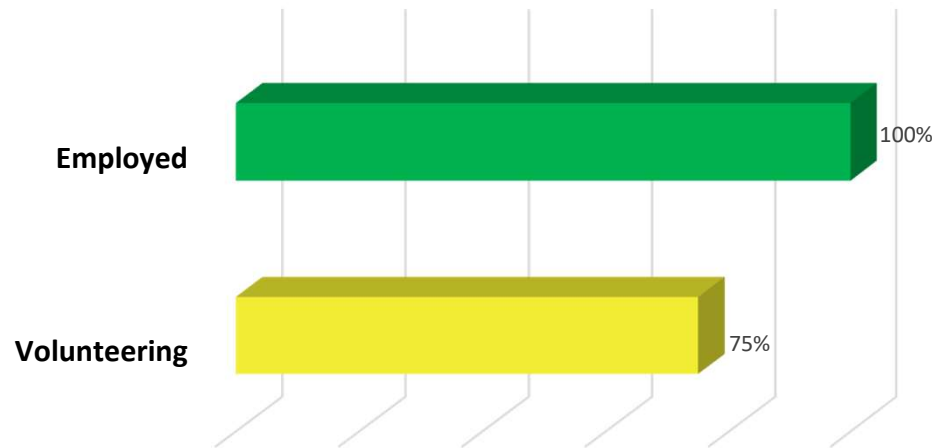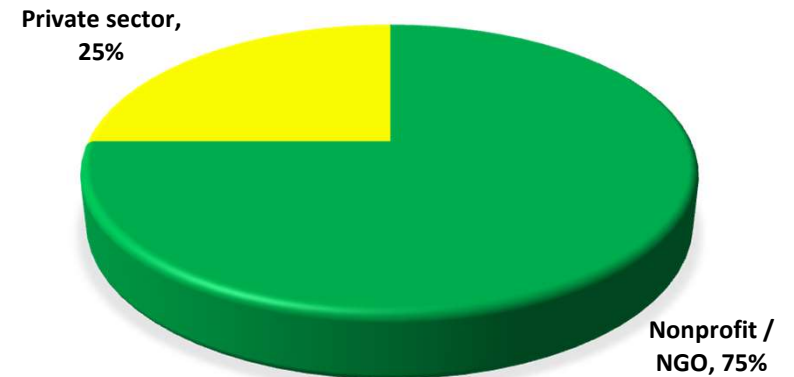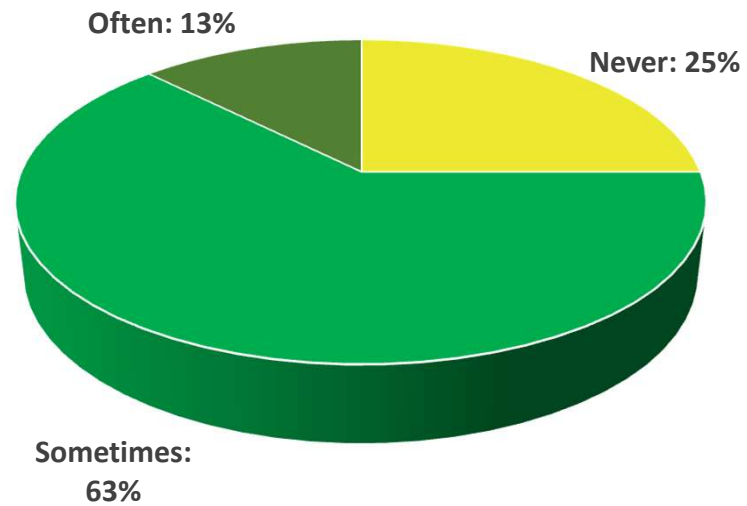
Includes 1 alumni who is self-employed

AVERAGE TIME IN CURRENT JOB = 21 months

The Leadership Crucible
3 Year Survey, Class of May 2015

**THREE-QUARTERS OF ALUMNI HAVE
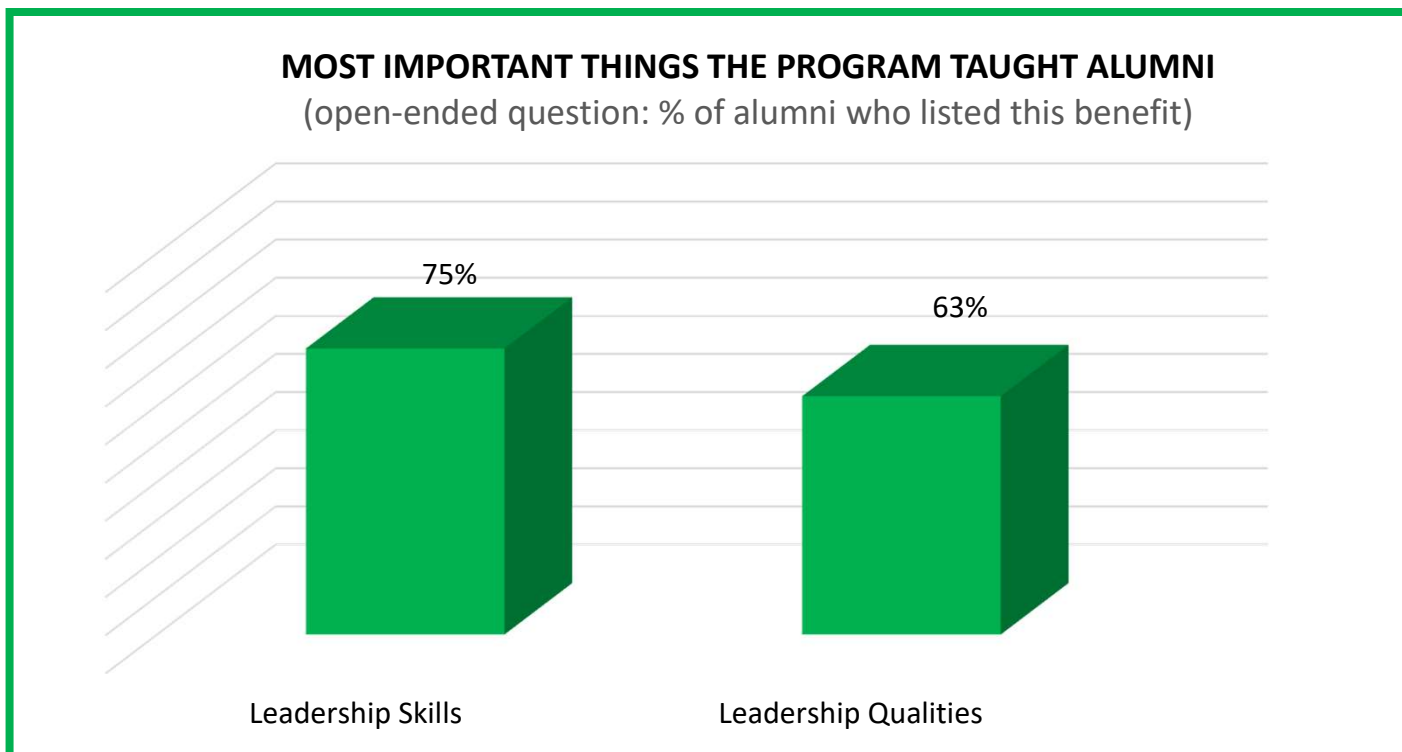STAYED IN TOUCH WITH MENTORS**

HOW OFTEN ALUMNI SEE MENTORS

Often: 13%

Never: 25%

Sometimes:
63%

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WHAT ALUMNI LIKED MOST ABOUT THE LEADERSHIP CRUCIBLE
(open-ended question: % of alumni who listed this benefit)

Helped me gain skills — 75%

Gave me a professional networks (e.g., friendships, profressional connections, and mentors) — 50%

Helped me understand and develop important leadership qualitites — 25%

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MOST IMPORTANT THINGS THE PROGRAM TAUGHT ALUMNI
(open-ended question: % of alumni who listed this benefit)

75%

63%
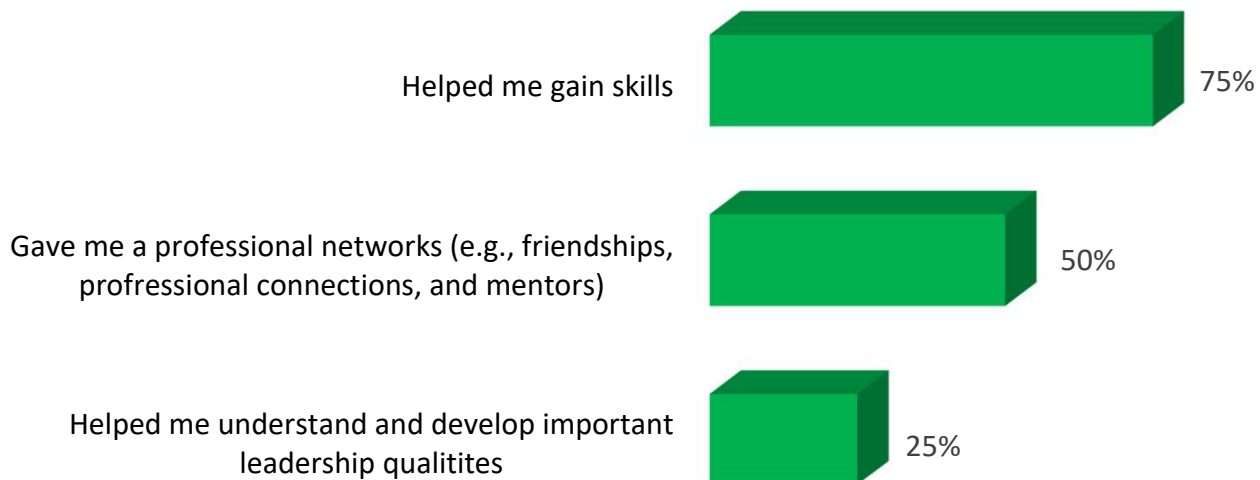
Leadership Skills

Leadership Qualities

Most cited skills: team work, conflict management, facilitation, creative problem-solving/critical thinking
Most cited qualities: hard-working, visionary, persistent, motivated

Draft, December 2018

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SUGGESTIONS TO IMPROVE THE PROGRAM
(open-ended question: % of alumni who listed this suggestion)

Suggestion	Percentage
Expand the program	63%
Establish an indpendent NGO	50%
Offer exchange visits abroad	25%