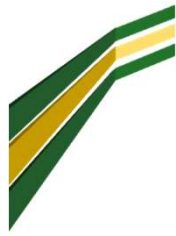




The Leadership Crucible: Preparing Young Women To Lead

Longitudinal Survey Results



The Leadership Crucible Longitudinal Survey Results

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 3 years post-program (2018)
- Supplemented by hard-copy surveys for those without internet access
- One announcement email and two reminder emails
- 67% response rate



The Leadership Crucible Longitudinal Survey Results

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)
- 75% of alumni are leaders at work and/or in their community

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



The Leadership Crucible Longitudinal Survey Results

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?

- 100% report it did
- 100% strongly agree (average rating 5 out of 5)
- 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)



The Leadership Crucible Longitudinal Survey Results

DETAILED RESULTS



The Leadership Crucible Longitudinal Survey Results

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% |
| Helped her develop professional networks | 100% |



The Leadership Crucible Longitudinal Survey Results

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

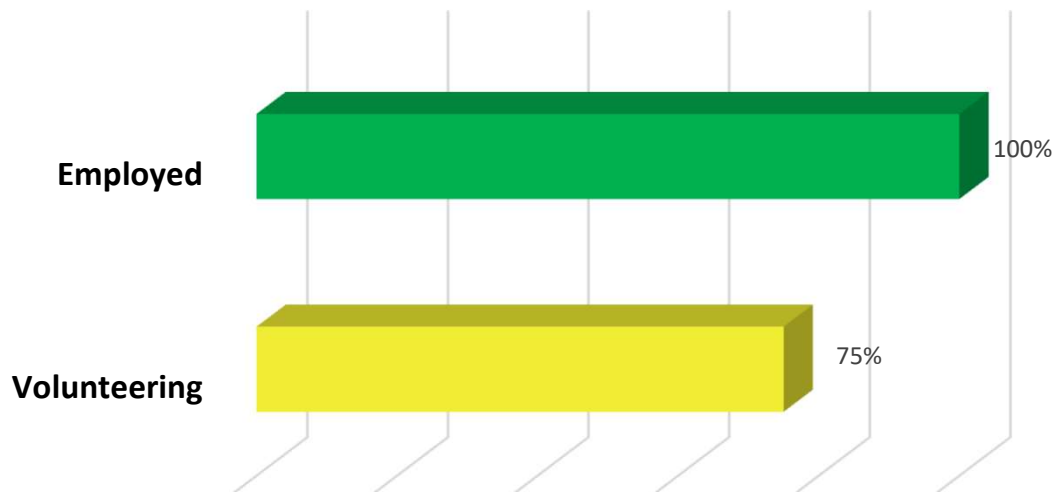
The Program...



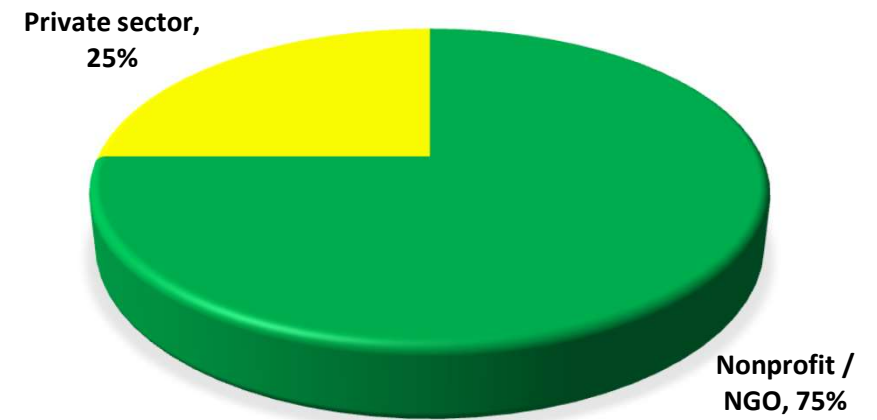


The Leadership Crucible Longitudinal Survey Results

EMPLOYMENT AND VOLUNTEERISM RATES



SECTOR OF EMPLOYMENT



Includes 1 alumni who is self-employed

**PERCENT OF ALUMNI WHO SERVE IN
A LEADERSHIP ROLE = 75%**

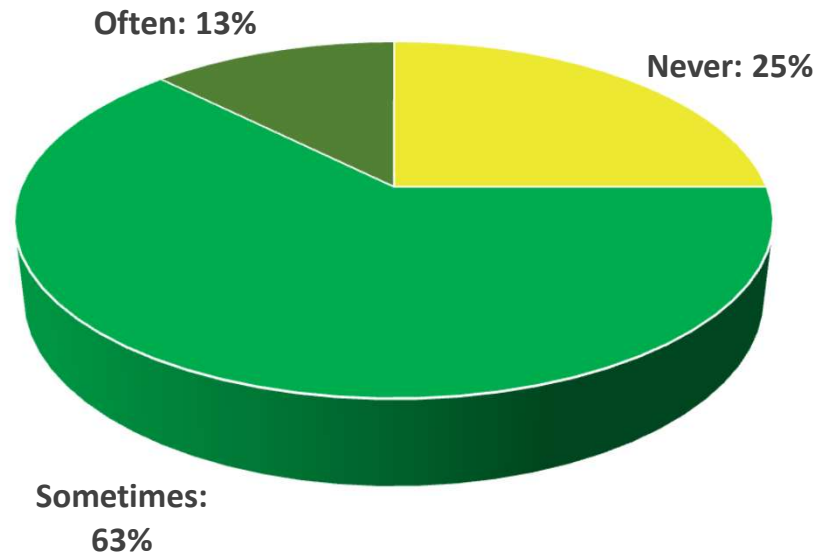
**AVERAGE TIME IN CURRENT JOB
= 19 MONTHS**



The Leadership Crucible Longitudinal Survey Results

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

HOW OFTEN ALUMNI SEE MENTORS

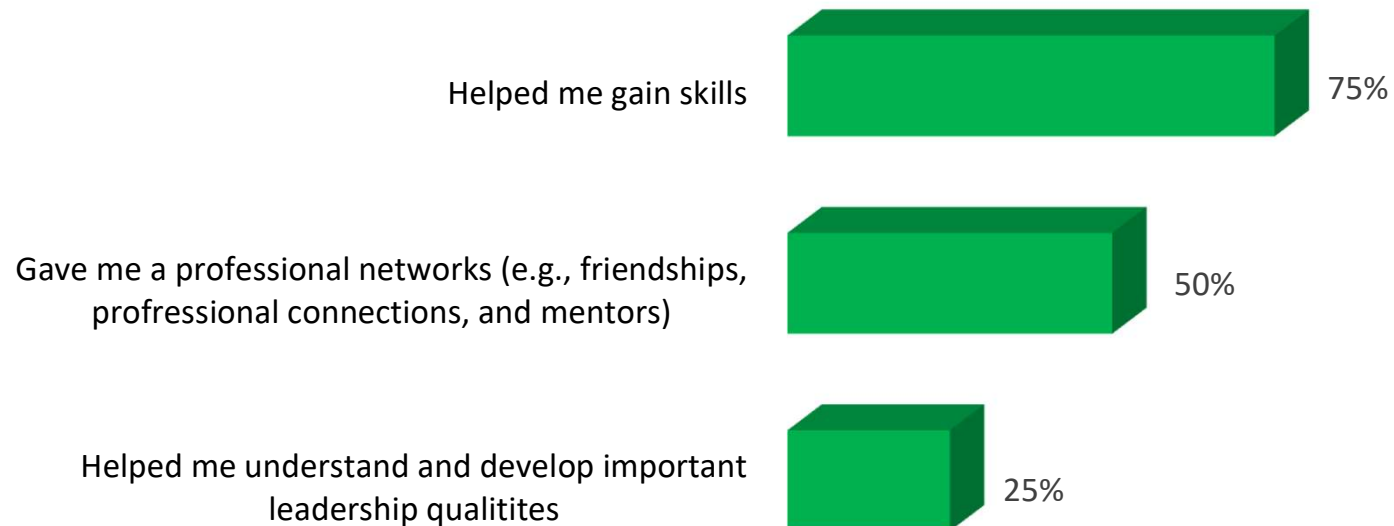




The Leadership Crucible Longitudinal Survey Results

WHAT ALUMNI LIKED MOST ABOUT THE LEADERSHIP CRUCIBLE

(open-ended question: % of alumni who listed this benefit)

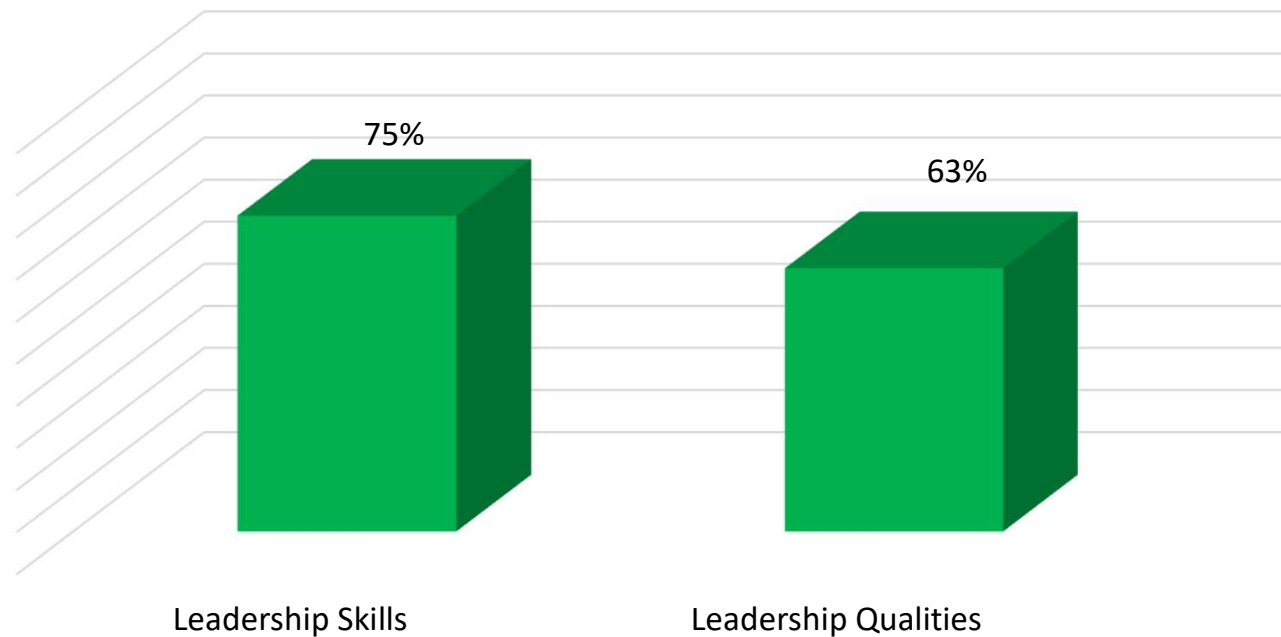




The Leadership Crucible Longitudinal Survey Results

MOST IMPORTANT THINGS THE PROGRAM TAUGHT ALUMNI

(open-ended question: % of alumni who listed this benefit)



Most cited skills: Team work, conflict management, facilitation, creative problem-solving/critical thinking

Most cited qualities: Hard-working, visionary, persistent, motivated



The Leadership Crucible Longitudinal Survey Results

SUGGESTIONS TO IMPROVE THE PROGRAM

(open-ended question: % of alumni who listed this suggestion)

