

Evaluation MPLA 2012 Leadership Institute - Participants
30 participants - 100% response

1. When and how did you hear of the 2012 MPLA Leadership Institute?

- Colleague/co-worker - 8
- Previous attendee - 8
- State Conference -4
- State association publication - 4
- MPLA Newsletter - 4
- Supervisor/director -3
- Known about it for a long time - 2
- MPLA State Rep - 1
- MPLA member - 1
- MPLA e-mail - 1
- Website - 1

2. What (if anything) did you know about prior institutes?

- Colleagues gained a lot from previous institutes - 9
- Not much/nothing - 5
- High quality reputation - 2
- Life changing/game-changing - 2
- Renown facilitator - 2
- Full of information - 2
- That it used to be at Ghost Ranch - 2
- Amazing - 2
- Well run
- Great opportunity
- Best professional development event ever attended
- Plenty of networking opportunities
- Fun
- Snippets from MPLA newsletter
- Helps think through career goals
- That attendees had to have roommates
- Location
- Very professional
- Worth the time and money
- Format
- Affiliated with MPLA
- Participants come from varying states
- Covered leadership topics
- Worthwhile experience

3. What did you think of the application deadline time frame?

Too short - 0

Fine - 29

Too Long - 1

Comments:

- From the time I had permission to attend in July, to the time of the application was due I had sufficient time to apply.
- I think it was fine. I can't remember the process and how long it took, but I don't remember feeling rushed.
- I was able to complete the entire application process within 10 days.
- In order to allow the application reviewers adequate time to evaluate, I think this was a fair amount of time.

4. What did you think of the application requirements?

Too much - 0

Acceptable - 30

Basic - 0

Comments:

- I felt like it was great - it made me think about why I was applying and what I expected to get from it. It was definitely not too long.
- The requirements seemed reasonable.
- I had applied for a previous Institute with no success. This only made me more determined to attend. I felt this application process to be just right, allowing me to be clear about my learning goals.
- For a Leadership Institute of this caliber, the application requirements were suitable and necessary.
- It's always difficult to know if I've said too much or not enough, but I liked the format.

Suggestions for Improvement

- None -7
- Very reasonable / application process fine - 2
- More interest for Leadership Institute would benefit from a less vague description - it was very difficult to apply for a grant to help pay for attending the institute because there was so little to run with or know what to expect
- I think the meeting with mentors is important, but I would shorten this a bit. There was a lot of dead time the last day. I think it could have ended on Thursday after lunch or before lunch.
- Send the booklist earlier. Give "homework" ahead of time. Provide note paper.
- I'm not sure if advocacy for this would be appropriate but I wouldn't have known about it if a co-worker had not mentioned it.

5. Please rate to what degree you agree that communication from MPLA was timely and helpful regarding the following:

Acceptance to the Leadership Institute

Strongly Agree - 25
Agree - 5
Disagree - 0
Strongly Disagree - 0

Information Regarding Travel Arrangements

Strongly Agree - 25
Agree - 5
Disagree - 0
Strongly Disagree - 0

YMCA of the Rockies Information (Facilities, Meal Plan, Accommodations, Elevation, Weather, etc.)

Strongly Agree - 20
Agree - 10
Disagree - 0
Strongly Disagree - 0

Institute Schedule and Pace

Strongly Agree - 24
Agree - 5
Disagree - 1
Strongly Disagree - 0

Suggestions for Improvement (9 responses)

- No suggestions just comments that it was somewhat difficult to address people's comments prior to the institute because of my existing workload. I just didn't have the mental energy or time to really think about the MPLA Institute until I was on the plane heading to Colorado. I wish I had gone in with more recent self-reflection. During the application process nearly six months earlier I had enjoyed more time for self-reflection on why I wanted to attend. To my credit, I did read over my application prior to leaving for Colorado. Life and work just sometimes don't leave enough time for self-reflection--or at least it was that way.
- I had a lot of emails with different information. It would be nice to have one email or document with a summary of all of the above so I have one place to look for information instead of having to sift through all the emails. (Coordinator comment - an information sheet with all this information was sent out early, with individual e-mails sent later)
- I don't think I have suggestions for improvement. As much as I liked my roommate though, it's hard to room with another adult for a week. I think I might have opted for my own room, but I'd

have to consider cost. I do like that you offer roommates to save on cost, but there are pros and cons to having your own room for more money or sharing with a roommate.

- While I enjoyed all of the down time we had at the end, that time might have been a little more filled with activities. I do understand that we were on somewhat of an overload at that point and we were still meeting with mentors though.
- Compress the schedule into 4 days.
- I would make the process for getting the rooms when participant arrive more streamlined.

6. The meals, accommodations, and arrangements at YMCA of the Rockies were excellent given the purpose of the Institute.

Strongly Agree - 17

Agree - 12

Disagree - 0

Strongly Disagree - 1

7. The facilitator was well-prepared, provided quality instruction and guidance, and was a library leadership role model

Strongly Agree - 29

Agree - 2

Disagree - 0

Strongly Disagree - 0

Comments:

- Very high quality instruction. Ms. Sullivan is very professional, an excellent speaker, beyond prepared, and an extremely effective instructor.
- Maureen was amazing. She was able to adjust the pace as comments were made. When questions were brought up that raised new ideas, Maureen could bring additional resources into the discussion.
- Maureen was amazing.
- I think Maureen Sullivan is a national treasure. I think I had a great professional opportunity not only to meet her but to learn from her.
- Maureen was simply stellar!
- Maureen and the mentors were amazing!
- Couldn't be better!
- She was incredible. I just wish we could have had her there longer!
- I was blown away!
- Maureen was amazing. I can't believe how much she knows and what a great facilitator she truly is--very gifted! I would highly recommend her for future leadership institutes.
- Maureen was so amazing!!
- I would also include some librarians with extensive work experience who could speak about the leadership models.
- I am very glad to have the chance to meet and learn from Maureen Sullivan.

- This was far and away one of the most insightful library experiences of my career.
- AMAZING!
- the best...

8. The Mentors were key participants, providing a range of library experience and making the Leadership Institute more valuable.

Strongly Agree - 27

Agree - 2

Disagree - 1

Strongly Disagree - 0

Comments:

- Each mentor brought valuable experience and insight to the Institute. They were all very knowledgeable, approachable, and inspiring.
- They added a great perspective. Their attendance at previous institutes and leadership opportunities helped me to see how I could apply what I was learning. The one on one conversations were also great. They were informative and developed a relationship that I feel like I can go back to when I have questions/concerns in the future.
- Generally, the mentors were competent and helpful.
- I loved that the mentors were both teachers and students in the program. watching them re-learn and participate in the conversation with a new perspective from their first time around motivated me.
- Meeting the mentors and hearing their experiences was a big part of what I took away from the experience.
- Mentors are essential since Maureen (Facilitator) has limited time to spend with individuals. This gives everyone ample opportunity to meet one on one with a mentor.
- My time with mentors was invaluable. They discussed issues with me concerning not only my professional life but also my personal life, which led to the experience being life-changing for me. I don't think I would have felt the same way without the guidance and counseling of the mentors.
- It was super helpful having Mentors and many opportunities to meet with them. This was a super important part of the Institute that I wasn't expecting and really took away a lot from.
- Yes, I loved the mentors. Such great people and leaders in their own respect
- I enjoyed the relationship we had with the mentors. It seemed that at times we both helped one another. We certainly benefited from their experiences.
- The mentors were not particularly valuable. The spent too much time visiting with each other.
- It's not every day you get a chance to ask what is really on your mind in an environment where you feel that your privacy will be maintained.
- The mentors brought a lot to the table and gave me an understanding of what can be gained in the program. The one-on-one conversations were worth the price of admission alone.
- It was a great opportunity to share situations with someone who has had similar experiences.
- Mentors are highly important - and I felt we had a good range of experience and personalities. Making appointments with the mentors was different than how I had experienced in prior groups

... and although I wasn't always sure what to talk about, I liked having some set time for discussion.

9. The curriculum and agenda were appropriate

Strongly Agree - 20

Agree - 8

Disagree - 0

Strongly Disagree - 0

Other (please specify)

- The schedule was always full but I never felt overwhelmed.
- It was a nice balance of theoretical and practical.
- Yes, everything I learned was valuable. The breaks and the breakouts with co-partners and group work was paced well.
- i still feel a slight disconnect between the concepts and practice of being a non-management leader. some things just depend on the organization you're with.
- It would be nice if the morning session started at 9 a.m. especially for those of us from PST adjusting to MST.
- It was a lot of information, but I liked learning so much in a short period of time.
- It sometimes felt that we were speeding through topics, and understandably so. It was easy to see that when the group had comments about a topic, discussion about that area grew organically.
- Give more opportunity for practical examples.
- It was the right combination of individual and group interactions.
- slowed down toward the end of Thursday and Friday morning. Maybe keep up the pace just a bit towards the end.
- Again, Maureen Sullivan is incredible and I feel honored to have worked with her.
- Day 1-3 were perfect.
Day 4 was a little disjointed. It seems like the final thoughts from mentors in the morning was a closing, but then we had the group closing later. Day 4 could have been condensed into a half day, or all the heavily programmed activities in the morning with the PM for the social events and relaxing.
- I felt that everything was great, but once Maureen left and we finished out
- I like how she adapted and adjusted these to fit the group. She wasn't glued to them.

10. The learning materials provided were appropriate and worth having. (All responded)

Strongly Agree - 25

Agree - 5

Disagree - 0

Strongly Disagree - 0

Comments:

- The binder is full of very useful information I reference often. Developing Library Leaders is a very valuable supplemental text.

- I look forward to using them.
- I haven't gone through all of it but I now feel like I have physical tool to handle leadership situations.
- still going through them - i'll get back to you :)
- Excellent supplemental information was provided and the binder full of leadership "goodies" will be a reference for life.
- The pace was a little fast to really "get" anything, but otherwise was so worthwhile. Looking forward to things slowing down at work so I can reread my notes.
- Often, I feel things like this hand out information that is "filler". At LI2012, my head was reeling from all the wonderful information we received and was glad for the materials I could look at later.
- The learning materials were also invaluable - the Notebook will be in my professional life forever! The donation of the book "Developing Library Leaders" was wonderful.
- And worth keeping. I do wish that photos of each of the flip charts were taken and emailed to everyone centrally.
- I am just now beginning my journey through all of the materials and am glad I have them to refer to and study. I was thankful for Judy's charts and notes as well as they are much better than my handwritten ones.
- Include some role playing and solving on the job situations.
- I know I will be using the materials provided for years to come.

11. The length of the Institute was

Too long -4

Just right - 26

Not long enough - 0

Comments:

- Any longer would have been too much - by the end of the week my brain was full of new ideas and I was pretty mentally tired.
- I think it went one day too long. After Maureen left and we did the group work Wednesday afternoon and evening I think that I was ready to go. I understand the support of Innovative was important so that is fine to stay but Thursday was a long day. It was really nice to have the last meeting and do a Round Robin. By the time we met the MPLA officers, I was mentally exhausted. I didn't socialize well too much with them because I was just tired. I regret that as I feel like they traveled to meet us, and I wasn't up to the social interaction. I think if I had met them Sunday I would have engaged more.
- Appropriate for content!
- A shorter period of time would not have been enough, and longer would have been overload. I think the time frame is perfect.
- I think it could have been maybe one day shorter--a little less time with mentors. This is important, but I think we could have shortened this some.
- It really was just the right length of time for everyone to bond but short enough if you have to be away from your family and work.

- I want to say "Not long enough," but I really was exhausted after it was over!

12. The number and diversity of participants was

Too much - 0

Just right - 30

Too little - 0

Comments:

- There were several people in similar positions as me, but the variety of size and types of libraries brought a great variety of perspectives and ideas.
- The room could have been bigger. Obviously a small group is always nice but I liked the variety of backgrounds. I was surprised that there were non MLS or MLIS people in attendance. It did provide broader perspective regarding leadership to have several levels represented.
- it would have been nice to see more library types represented, but i liked the balance of directors and non-managers in the group
- I loved meeting, working with, and relaxing with such a broad group of people, from all types of libraries and backgrounds.
- I think having more K-12 school districts represented would have been beneficial for us but I also understand that we were lucky to have one that could attend.
- Needed more experienced librarians. Many of the "new" librarians needed too much support.
- I was constantly amazed at the experiences and willingness to share of all participants, mentors, etc.
- The group that was there was incredible. I was very intimidated at first.
- If more participants were invited, I think it would lose the personal bond between the group.

13. What is your opinion of the following Institute 'norms'

Rooming with another participant

Important to the Institute Experience - 18

No Opinion - 4

Detracted from the Institute Experience - 8

Eating meals together

Important to the Institute Experience - 30

No Opinion - 0

Detracted from the Institute Experience - 0

Post-Maureen Activities

Important to the Institute Experience - 28

No Opinion - 2

Detracted from the Institute Experience - 0

Mentor Led Sessions

Important to the Institute Experience - 28

No Opinion - 1

Detracted from the Institute Experience - 1

Participant presentations

Important to the Institute Experience - 26

No Opinion - 3

Detracted from the Institute Experience - 1

Comments:

- The participant presentations were fun. Not super informative but a bonding experience. A positive note to end on.
- I was surprised by how much I learned at the meals. Eating together was very important. Initially I didn't feel comfortable with the skit work but it turned out to be very positive and important to my own personal growth. I did really have to get out of my "comfort zone" to be in a skit. I was pleasantly amazed and surprised at how funny everyone was. Working as a team to prepare the skit was a great experience as well. The mentors participation in leading the group work was invaluable; they keep us on task and reined in the energy and directed it to the skit.
- I think it would be nice to build in one night where participants can go to the nearby town to eat out.
- some people benefit from lots of informal open discourse, others need "quiet/alone time" to process. I am the latter and being around and talking with people 24/7 really was the only minus for me.
- After being surrounded by folks all day, it would've been nice to have some alone time in the room to meditate and rest. It was difficult to really relax and sleep for me when there was someone I hardly know in the room.
- I would have preferred time in my room to myself to reflect. After spending so much time being around others I personally needed the space a single room would have provided, and would not have minded paying extra for a single room. I did enjoy mealtime conversations. I think the activities and presentations were important because we needed to use our imaginations and have a little fun after so much learning.
- I would include a planned activity in the surrounding location. I wanted to connect more with either the YMCA campus or Estes Park than I could.
- Like I said, I truly liked my roommate-very nice person, but it's just hard for me to room with another adult. I kind of like to have some quiet time to myself after a long day. It's my introversion. I would definitely do the experience again with a roommate even, but if I had my
- It was so important that we did something "fun" at the end. It helped cement our relationships and also allowed us to see the not-so-serious side of everyone which was important. Our sharing on the last night was good as well as, after our fun time, we moved back to serious and were able to express our thoughts in a very open fashion.
- I won't be forgetting the mentor-led sessions and participant presentations any time soon!
- I think I cannot say enough good things.

14. What is your opinion of activities added this year?

Sponsor (Innovative Interfaces) Focus Groups/Interaction with participants

Important to the Institute Experience - 10

No Opinion -16

Detracted from the Institute Experience -4

Reception with MPLA Board

Important to the Institute Experience - 21

No Opinion - 6

Detracted from the Institute Experience - 3

Comments:

- The focus groups were an opportunity for some great information exchange with our sponsors. It was nice to see a glimpse of what a library vendor is working on. The reception with the MPLA Board was a great opportunity to meet more library leaders I hope to work with.
- The focus group actually led to some good discussions that gave me ideas and new resources to explore.
The reception was nice - I liked being able to put some faces to names and hearing how I could be more involved. But maybe a little long.
- To have the MPLA Institute I understand we need the money so that was fine. I never mind learning either and I did gain from their presentation.
As I mentioned earlier, I was so mentally tired from all the learning and emotions of the Institute that I really didn't engage much with the MPLA people. I was just too tired. Of note, the positive energy at the Institute I felt was really strong. I felt that everyone was valued and although all different we all were accepted and appreciated. Maureen set the tone early of a positive, accepting environment. Also, Judy's preparations were amazing! She did an excellent job with responding to any needs and foresaw what was needed well in advance. It was well thought-out and carried out. I guess the size of the room was somewhat small after four intense days--that would be my only improvement.
- I thought these were both great activities. It seemed that this maybe contributed to an extra day or 1/2 to the program. I didn't mind that at all, but some people may have thought the end of the week dragged b/c of it.
- I don't think the III focus group necessarily added to the experience, but I was more than happy to do it and liked the idea that they were listening to our opinions and experiences.
- I did not enjoy the focus groups, but did not mind participating because they donated money to the Institute. The focus groups, in my opinion, did not add anything to my experience. The reception with the MPLA Board was a great way to meet everyone and see how everyone is involved with MPLA. I wish we could have had a dinner with the Board but without all the YMCA kids.
- I did enjoy the Focus Group, but it was not needed. The Reception was important - gave me a stronger tie to MPLA.

- I liked the Innovative group because (a) it wasn't very long; and (b) I learned a lot about what tech services other libraries are using.
- The focus group was interesting to me because we use III products. I don't think it had much to do with the Institute experience, but if III is willing to donate money, I'm happy to participate in a focus study. I thought the reception with the MPLA Board was too long. I think shorter introductions would have been better and maybe just some time to mingle a bit before dinner.

Suggestions for Improvement

- High quality was the phrase I used most in describing the Institute to others. The facilitator, the mentors, the place, the curriculum, and the participants were all beyond my expectations. Thank you for a wonderful and valuable experience!
- Overall great. I appreciated the time that was allowed to process and think about what was presented.
- Space out the work sessions to give participants some free time.
- I think that I missed having the usual exercise. The fear of bears and mountain lions kept me from moving around the premises as much as I needed. By Thursday I really felt sluggish. In retrospect, I would have walked more and joined in with others as they walked. I learned by Tuesday that three meals a day of the food was too much so I ate breakfast and dinner and felt better. I think the only thing to improve is one day shorter, I could have done more on my own for exercise.
- Allow one to choose whether to share accommodations or not to better cater to introverts - which many in this profession are. And price rooms accordingly (double v.s. single occupancy)
- I really don't have any other than those I have already mentioned. Attending the Leadership Institute was one of the best experiences I have ever had, professionally or personally.
- It was great meeting the MPLA board, but the introductions went very long. Give them time limits?
- I found the MPLA Board distracting and a bit silly. I wanted information about the profession not "cute" stories. The MPLA wasted funds by traveling so far to play board games and socialize.
- I would just make the MPLA Board reception a quick 5-10 minute introduction and then give people a chance to mingle over appetizers or wine. Doesn't need to be long maybe 1/2 hour.
- No one represented the U of A library school and yet they were a sponsor? Skits were a bit too goofy.
- After Maureen left, it was a little unclear who was in charge. For example, after we delivered our skits, the last one was very exciting, but no one facilitate any type of wrap-up or closing. It was a bit of a let down.

15. The overall cost (travel and Institute fee) is

Too expensive - 0

About right - 18

A bargain (I'd pay more!) - 12

Comments:

- I was lucky enough to have grant money support my trip. The price is steep, but worth it for what you get!
- Well, my organization paid for me to go, but I think we really got a deal!!!
- I was surprised at the low cost. As I mentioned previously, I would have happily paid more for a single room.
- This should be priced \$100-\$300 more.
- I never like to say that I'd pay more, but this was a bargain, even with a roommate.
- It was nice that our state association helped pay. OH - this may go in "timing" - but because our applications were accepted later than our budget entries for the new year, I could not have put the trip in our annual budget.

16. The value of the Leadership Institute as personal and/or professional development is

Excellent - 29

Okay- 0

Not so much - 1

Comments:

- I hope that I can be a better leader at work and in other areas. It really made me think about how I interact with others. It increased my confidence as a leader; I don't have to know all the answers and there are many ways to be a leader.
- Between having Maureen Sullivan teach, the YMCA facilities, the support of Judy and all of the mentor's time and input,--it was an amazing, and professional as well as life-changing opportunity if you let it be one.
- I can't even estimate the value of the Leadership Institute. If all young librarians attended, the library world would be much better for it.
- Wonderful job to Judy, Maureen and all the mentors. I'm also pleased with the listserv. It's been very active and it's a wonderful group to share new ideas with as careers change.
- I know I received several congratulatory emails from library professionals at all levels so the value of this Leadership Institute is known by others. I see this as beneficial to my professional development and goals.
- The value is continuing to reveal itself!
- I would highly recommend the experience. Anytime you can meet with professionals that think how you do (cause, let's face it, not everyone thinks like a librarian!), you grow and expand.

17. What does the Leadership Institute Experience mean to you?

- A tremendous networking opportunity. A professional booster shot.
- I feel like I went to library leader boot camp. I feel injected with confidence. I feel like I'm part of a great network of colleagues and can draw on their expertise and support. I feel like I received a big boost in an upward direction and i want to continue to climb higher. I feel like I'm part of an A Team.
- It has helped me define what my goals are for the future. I have a better vision of how I can contribute to professional organizations. I see how I can lead even when I'm not the person in charge. It was helpful to differentiate between leadership and management.

- This opportunity gave me some crucial skills that I was able to initiative upon my return to work. The impact was felt immediately and I had more confidence and ease of mind after this institute.
- Although we all came from different library backgrounds and we all had different goals I found that I felt close to each person there and felt proud to be a part of this group. I was excited about being a librarian and about learning and improving and being supported. After interaction all week and hearing other people's experiences I realized that I was on the right path with my decisions and goals. I knew some stuff that others didn't which made me feel like I was competent and that not everyone else knows it all except me. Also, with the handouts and notes and personal associations I feel like I have concrete tools to turn to when I have questions or even just to read over and over as I continue my career in librarianship. I have a great deal of admiration for Maureen Sullivan and I look to her as a role model in the profession and to some degree as a personal hero. It was good to get away from my home state and the known faces and players and work with unknown people. The fresh associations was really nice. I got a lot of internal support from the mentor's own stories. I didn't think I would care but when they all spoke of their experiences and backgrounds and how they approach their work, along with the struggles within the work I was drawn in and gained strength from them--I hadn't expected that.
- It gave me the confidence to identify my strengths and help that to shape future conversations i have with employers and colleagues
- I am so thankful I had the opportunity to attend. I have had one of the most eye-opening, self-confirming, inspiring experiences of my life. I kid you not, the curriculum, the people, the fun, everything--I am on a new path.
- It meant bravely stepping out of my comfort zone to make new connections and challenge myself to be more than I thought I could be.
- It meant time to reexamine my personal professional goals, and a forum to meet other librarians and hear new opinions and perspectives.
- It was the best professional development experience I've ever had! I feel like I now have 29 leadership brothers/sisters to call on -- not too mention the mentors!
- For me, it meant learning I have great leadership skills and believing in myself. It changed the way I see myself, especially professionally. I didn't give myself enough credit for the gifts and skills I have to offer. I gained more confidence at the Leadership Institute than I had in my entire library career previously. In my personal life, being at the Institute has taught me the importance of making time for myself and time for reflecting on everything. My life has changed and will continue to change because of my experience at the Leadership Institute.
- It meant more than I can say. I wasn't exactly looking forward to going but it proved to be so much more than what I thought. I would highly recommend it. (and already have)
- It was great to be accepted into a group of library leaders. I benefited from the expertise and experiences of Maureen Sullivan, the six librarian mentors, and colleagues. I gained fresh perspectives and took away a multitude of resources and strategies. I value a continuing connection with other participants.
- Building a network of peers to provide ongoing support.
- I felt empowered and inspired to have devoted time away from job duties to focus on professional development, learning from peers and Maureen. It was an honor to participate!

- It gives me a great framework for what leadership is. I've got some valuable and practical tools that I can use for whatever job I'm in. I was recently promoted and I think I will be relying on what I learned quite a bit over the remainder of my career. At least I hope to still use these things. I will have to revisit the materials a lot.
- One of the things I most enjoy is getting to know passionate librarians from all different fields. We often get so caught up in our libraries that we fail to take the time or have the opportunity to learn about the rest of librarianship. Being in groups such as this make us aware of what else is out there and helps us better understand the many roles of librarians. We also get a better picture of what it's like to be at different places in leadership within organizations. We see the larger picture and understand what those above and below us are going through. The networking is priceless and weeks such as this allow us the time to make those connections on a much larger scale than just our state or region. I will pull information and my experiences from this as I move ahead with my career.
- Share information with other librarians.
- The experience meant a great deal since I wasn't sure until it was too late to change my mind that I would be attending. It was a huge step professionally and emotionally. I know I have several individuals I can call upon with questions or moral support or advise.
- Connecting and learning.
- I am still measuring it. I felt not only as if I was given invaluable information and insight about how to lead in my library but also that I have been introduced to 35 other professionals who are just an email or phone call away from helping me think through a situation. Like a private club of library super heroes!
- Stronger ties with regional librarians was a goal met for me!
This came at a great time in my career. I'm not a newbie, but it was great to take stock and do some self examination at the middle of my career.
- This was exactly what I needed. I was able to meet others who could understand my experiences and I felt like I was also to give back. Really life changing.
- I cannot say enough about the value and experience of this Leadership Institute. At first I was overwhelmed by the biographies and the quality of applicants, and then I received the agenda and really thought I was in over my head! The experience, friendship, knowledge and energy found in this institute by far exceeded my expectations and I'm honored to have had the opportunity to attend.
- I believe that leadership is a personal journey and that, sometimes, we all need that one person, or group experience, to help us reach deep into our leadership thought process and help us move forward. Having met others from outside of (state) was huge for me - again, new perspectives for old problems: How do I? Am I doing this? The Institute gave time for reflection, personal examination and affirmation.... it will stay with me a lifetime.
- It means that I have a wealth of information available through the notes from sessions and the handouts given to us. I also have a whole network of people who I know shared the experience with me and I can go to with questions or to get advice. It also helped me begin the journey of figuring out what being a leader means to me and how I fit into that role.
- Life changing. It was part of a group of events that are happening at about the same time, bringing me a new life focus and direction.

- Wonderful. I'll always remember it. Maureen is super

18. Do you have any other comments or suggestions to improve future MPLA Leadership Institutes?

- No, I think continue what you're doing.
- Thank you for your hard work and for a wonderful and valuable experience!
- It was fabulous! I will recommend it to anyone who is interested in improving themselves professionally and personally.
- Judy did an amazing job organizing this event. It was a five-star program. Thank you.
- Although sharing a room for me was fine, in a perfect world I would have liked my own room. I think this was an excellent experience and I appreciate all the planning and work involved. I appreciate my supervisor for sending me.
Thank you all!
- Just that I loved it and wish I could do it again!
- It was amazing. I don't gush as a rule, but this experience make me excited to be a librarian again. I met so many wonderful people -- mentors, participants and MPLA board members -- and got to discuss so many relevant topics I can't thank MPLA enough.
- No. Thanks to everyone who made it happen. I am extremely grateful to have been given the opportunity to attend.
- Well done, and well run! Bravo.
- Thanks again for the opportunity to participate in the Leadership Institute. It was a great experience and I've met people whom I hope to be in touch with throughout my career.
- Have a JOB BOARD.
- I look forward to a reunion!
- Just to have someone appear to be more officially in charge after the paid facilitator left. I felt like I need a "someone" to lead us to the end.
- I was really pleased with the serious class room setting. I was very worried beforehand that there were going to be a bunch of ice-breaker silliness or "team-building" exercises that really have nothing to do with creating a deeper understanding of libraries or leadership skills. That would have really put me off. I am very glad that group presentations were toward the end of program as it gave everyone a chance to get know everyone else and really open up and have fun with the skits. I liked the seriousness and air of professionalism about the class room setting. Also, having a learning partner was essential to help me think through concepts.
- A huge thank you to everyone involved in organizing and making the 2012 Institute possible!
- Maybe not such a high altitude....lol but on the other hand, you want beautiful and serene. Thank you all for doing what you did to bring us all together!