

Evaluation of GE Education and Community Leadership Conference, New Delhi, India

85% of the Indian NGO Directors said they would attend a second leadership conference the following year.

94% of the Indian NGO Directors said they would recommend this conference to other NGO Directors.

Qualitative Feedback from the Indian NGO Directors

Tony's sessions were practical, relevant, thought-provoking and clear. I would have enjoyed more time with him.

-- Shaheen Mistri, Executive Director, Akanksha, Bombay, India

Tony gave an excellent performance in New Delhi. I would not like to hide that I got a new insight into the functioning of our organization. Tony has provided many tools to be used.

-- Viswanath Ranganathan, Executive Director, Vidyarambam, Madras, India

We all really enjoyed and absorbed the lessons Tony shared and will try and implement these in our everyday lives.

-- Rasmi Misra, Executive Director, VIDYA Integrated Development for Youth and Adults, New Delhi, India

It was a very well planned and organised workshop. Tony brought together an amazing group of NGO leaders and managers and it was a great opportunity to meet all of them and learn from them.

-- Harry Sethi, CARE/India

Tony's workshops were great and brought out our strengths and weaknesses.

-- Prem Khilnani, Executive Director, Institute of Road Traffic Education

After the conference, I held two meetings, one with our field staff (like the wardens at our children's home and the teachers of our school) and the other with our Board of Trustees, discussing in detail all that happened at the conference. Almost everyone seemed to agree that the most interesting point we had gathered from Tony was the identification of passion, empathy and trust as the three essential qualities of leadership. We all agreed that the empathy with the poor (our clients) was of fundamental importance to all of us, leaders and workers alike.

-- Ram Mohan, Executive Director, Sevalaya, Madras, India

More feedback from participating Indian NGO Directors:

Tony's session gave me a direction to go ahead in a formal way as we didn't have any experience in organization management.

I learned a lot from Tony's presentation/talks. Our NGO and I personally lack skills in human relations management and in that area I learned a lot from Tony. I am sure it will help me to run the organization I work with better.

Now I am more clear about the concept and philosophy of leadership as it does not mean only to develop key relationships but also to sustain them.

The conference has made me more sure of myself and my priorities of life. What I always felt has been spelled out so the whole is clearer now.

The best thing that I achieved by attending this conference was the self evaluation capacity to judge where I stand as a leader and where I can go from here.

The conference has transformed what was already churning in my mind. I had a managerial approach to leadership and this is evolving towards motivational/transformational/inspirational leadership.

After this conference I won't feel so guilty for taking time off for myself. Also, I now see a preparatory phase for bringing in other leadership levels in the organization.

This conference helped me to balance between the personal life and the professional life...It taught me not to be a workaholic, to take time off for myself.

Tony's sessions taught me to strike the balance between work and life. The conference also helped me to introspect on various organizational issues. It also gave me a few management skills which I was lacking.

I learned from this conference that one needs to take a more balanced approach from a broader perspective in order to be more effective.

The conference pumped more energy so that I can continue as an NGO leader for long.

The conference has completely changed my attitude of life regarding working with an NGO.

I learned the importance of the organization achieving its mission/goals, and that the leader must prepare the next line of leaders, and be prepared to pass over major responsibility to other leaders.

The conference has reinforced my confidence at a very crucial time.

It is clearer to me now to see the importance of grooming leadership qualities in others on the board to provide sustenance to the NGO.

The conference has motivated me to improve on my skills and to be charged up in my work.

The conference has reinforced my belief that the organization or NGO is 'people' [underline theirs] and that multiple relationship building both within and without are basic to its sustenance.

I learnt that I have not used my full potential so far, that I must learn to say no sometimes, and that behind every NO is a deeper YES.

The removing of the aura around concepts like fundraising makes me now feel empowered to fundraise. I learned that to get one has to give.

My faith and conviction have been strengthened. It was heartening to see so much sincerity and commitment in all the participants and organizers, panelists, etc.

It was wonderful to meet so many NGO leaders and find out what they are thinking and that all of us are grappling with similar issues.

Interacting with other NGOs was enlightening in many ways. It increased our morale and commitment.

This is for the first time I realized my exact role in my organization.

Tony's sessions particularly interested me because of the variety of content... Balance was really crucial and Vision Alignment helped me focus my work/initiative.

I liked the interactivity and free flow of ideas and opinions during all the sessions.

There were excellent opportunities given for audience participation...I liked the friendly atmosphere and the free vocalization of all Directors opinions.

I thought the break out sessions (with 4 persons, one talking of his problem and 3 others guiding) was very very nice. Being in a group with a diversity of social causes being pursued by each of us, the solutions were so much out of the box that they assisted us in viewing things/issues with a fresh new perspective.

The breakout sessions were a super idea to get to know other organizations...They allowed for building rapport as well as discussing and reasoning challenges.

Tony is an empathic speaker and consultant with a courteous and gentle manner...He made everyone feel very comfortable.

Tony did a laudable job, I heard this is the first Indian conference held for NGOs in such a massive manner, could see no confusion anywhere, the team effort was great.

This was a great experience, I learnt a lot. The sessions were fantastic.

The NGO Directors were asked to give each workshop a rating of either 'Poor', 'Good', 'Very Good' or 'Excellent'. The skills workshops in fundraising, financial management and strategic planning each received ratings of 'Very Good' or 'Excellent' from 55-62% of the participants. Tony Silard's leadership workshops received the highest ratings, as follows:

Workshop	'Poor'	'Good'	'Very Good'	'Excellent'	'Very Good' or 'Excellent'
The Effective NGO Leader	5%	22%	43%	30%	73%
Vision-Alignment; Time Management	3%	26%	40%	31%	71%
Balancing Work and Life	1%	18%	31%	50%	81%