

## American Society of Civil Engineers

Workshop Title: Evidence Based Performance Measures

Presenter: Francie Dalton

July 2008

	POOR	FAIR	AVERAGE	GOOD	EXCELLENT
<b>Evaluation of Presenter</b>			5	32	83
<b>Overall Program</b>			3	12	26

### COMMENTS

Very interactive and kept class involved and moving!  
 Very good!  
 Liked that she addressed actual goals and objectives we had.  
 Presentation kept class involved and interested.  
 This will help with writing up 2008 year evaluations.  
 I liked it!  
 Very energetic; engaging; interactive.  
 Very useful for setting my own goals and doing subordinate reviews.  
 Speaker was very energetic, kept pace of class moving!  
 Used real examples; engaged all participants!  
 Too short!  
 A little rushed, but that was also a plus for efficiency.  
 Helps with quantitative and qualitative issues.  
 Justified the "work towards" issue.  
 Moved quickly and forced participation and learning.  
 She was great!  
 Knowledgeable about subject.  
 Fast moving, lively, engaging.  
 Interaction was great!  
 Very effective, energetic and funny.  
 Good discussion on the construction of goals and objectives.  
 High energy. Nice not to be lectured at. Concrete examples and personalized feedback! Amazing to accomplish in a group of 10+.  
 Has a great understanding of non-profit issues.  
 Fantastic!  
 Discovered a new way of thinking about evaluations.  
 Thank you!  
 New ways of looking at framing evaluations.  
 Good specifics on what/what not to do.  
 Individual criticism helpful to me.  
 Energy of speaker made topic feel important.  
 Good presentation – THANKS!  
 Great hints.  
 Though it was great to dissect what people had put on the flip charts.  
 Class should be longer than 2 hours.  
 Fast-paced.  
 Great presentation.

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**COMMENTS (continued)**

Great energy. Attempting to work through this with colleagues in a non-competitive, non-critical atmosphere was very good and could be a real useful mechanism for really getting this done.  
Francie was very motivational and promoted a positive instead of punitive method of evaluation performance. I liked the hands on work on our own goals and the participatory format.  
Great session! Thank you!  
Thank you!  
Excellent class – would like more time!  
It was target on how to give appropriate goals, instruction and feedback with a clear understanding.  
I liked the speed of the program. I learned a lot in a short time.  
Great program! Thank you!  
Very engaging and hands on.  
Not long enough.  
Francie was very passionate, exciting and the time went fast! Important material.  
I liked how she used our written examples to demonstrate the points/information being taught.  
Loved it!  
I'm writing my reviews now and I will use the workbook to help me.  
Loved her bluntness and honesty.  
I would love to attend another class you teach!  
Great use of humor. You rock and make learning fun!



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Mr. Pete Bowen, Senior Manager of Employment  
American Society of Civil Engineers