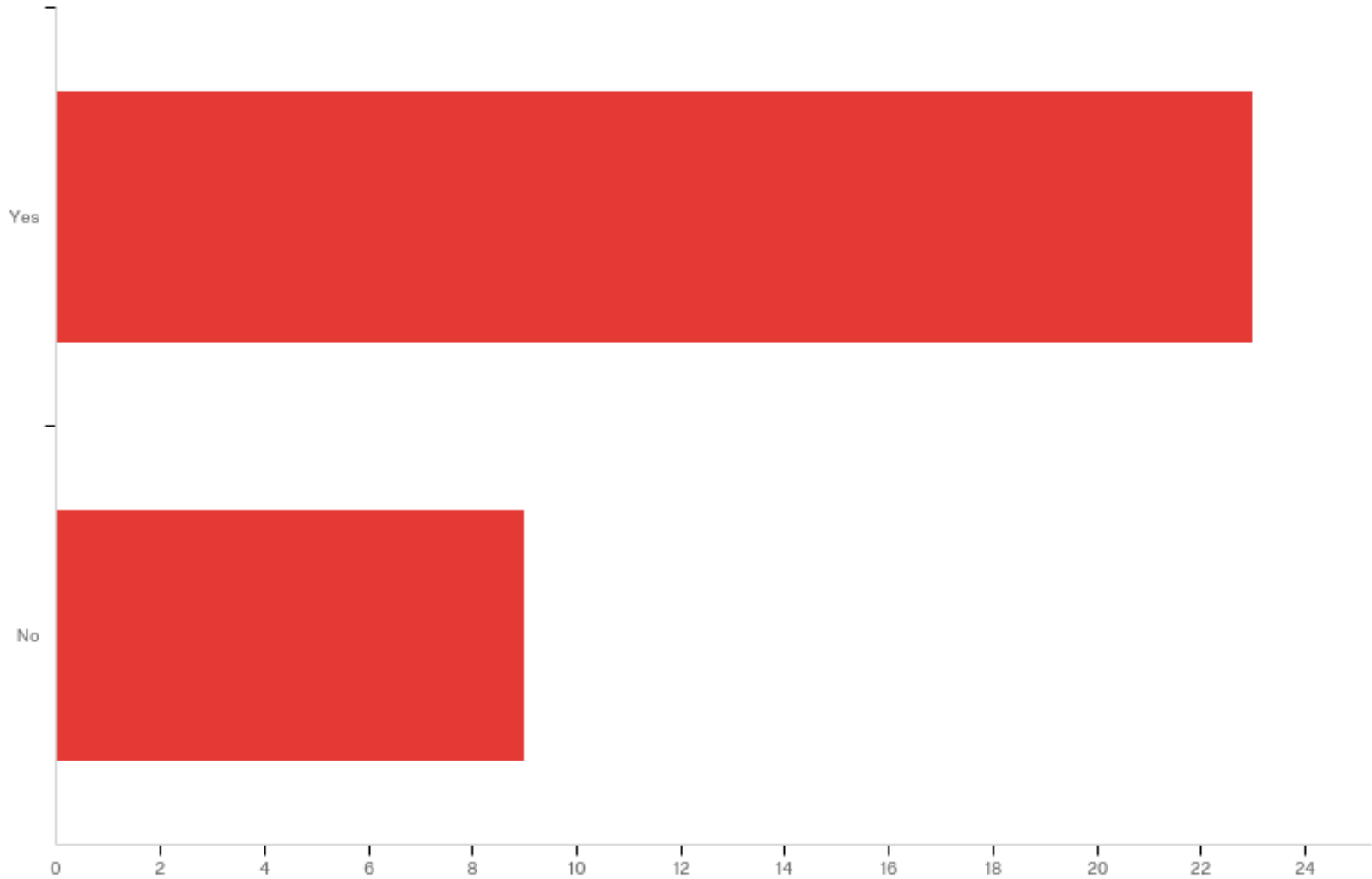


Default Report

All staff meeting sessions evaluation

January 28th 2019, 10:49 am MST

Q9 - Did you attend one of the staff meetings on Thursday, 1 November?



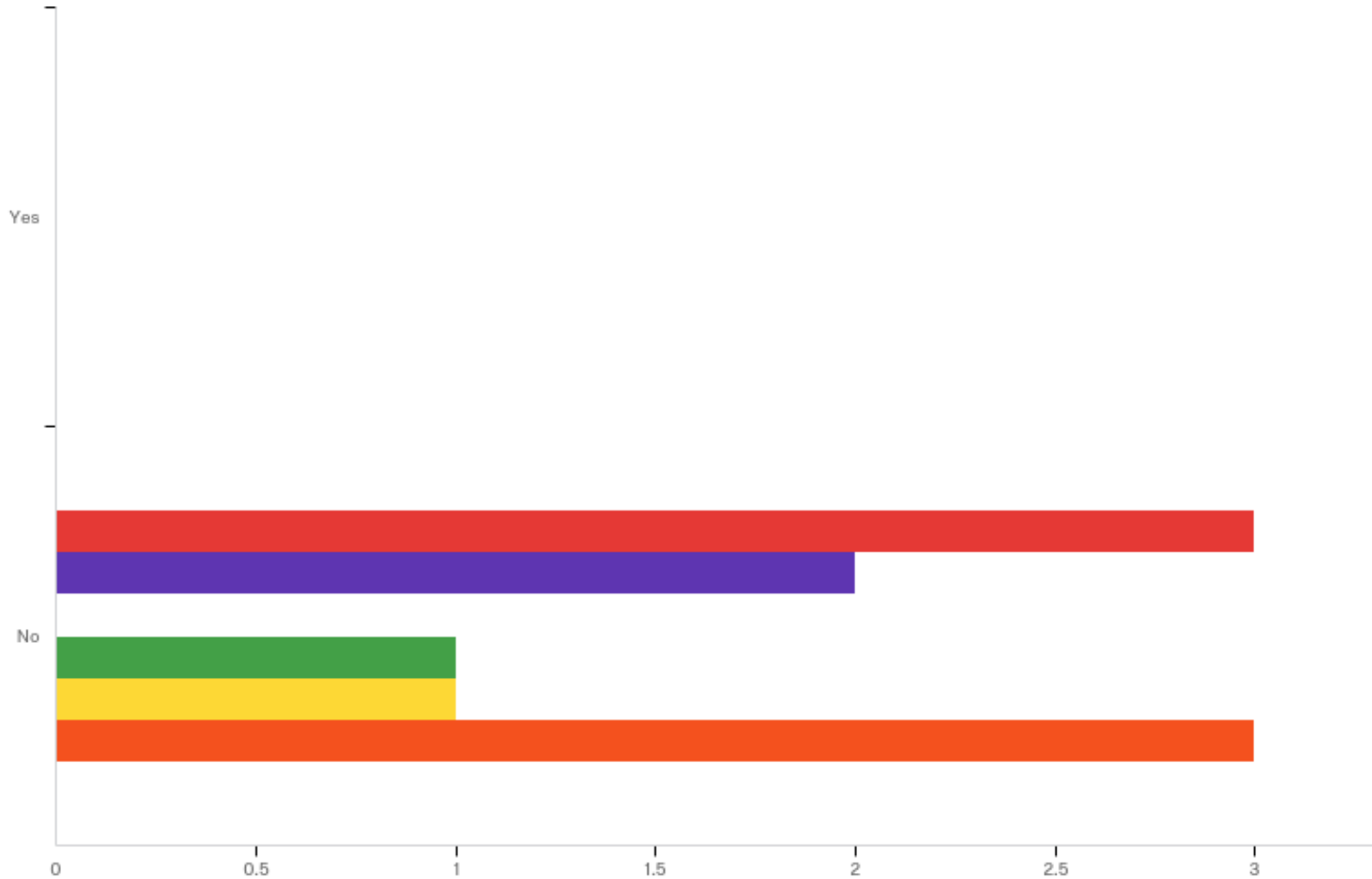
Q9 - Did you attend one of the staff meetings on Thursday, 1 November?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Did you attend one of the staff meetings on Thursday, 1 November?	1.00	2.00	1.28	0.45	0.20	32

Q9 - Did you attend one of the staff meetings on Thursday, 1 November?

#	Answer	%	Count
1	Yes	71.88%	23
2	No	28.13%	9
	Total	100%	32

Q10 - Why was it not possible for you to attend a session? You may choose more than one answer.



Q10 - Why was it not possible for you to attend a session? You may choose more than one answer.

#	Question	Yes		No		Total
1	The timing did not work for me	0.00%	0	100.00%	3	3
2	The day did not work for me	0.00%	0	100.00%	2	2
3	Too short notice	0.00%	0	0.00%	0	0
4	I didn't feel it was that important to me	0.00%	0	100.00%	1	1
5	My availability in my place of work was required	0.00%	0	100.00%	1	1

Q10 - Why was it not possible for you to attend a session? You may choose more than one answer.

#	Question	Yes		No		Total
6	Other	0.00%	0	100.00%	3	3

Q10 - Why was it not possible for you to attend a session? You may choose more than one answer.

Other - Text

Q10 - Why was it not possible for you to attend a session? You may choose more than one answer.

Other - No

Other - Text
Annual Leave
Injury
Annual leave

Q11 - Considering you were unable to attend for the reason(s) you state, how would you recommend that SMG share the information from the meeting(s) with you?

Considering you were unable to attend for the reason(s) you state, how would you recommend that SMG share the information from the meeting(s) with you?

Q11 - Considering you were unable to attend for the reason(s) you state, how would you recommend that SMG share the information from the meeting(s) with you?

No

Considering you were unable to attend for the reason(s) you state, how would you recommend that SMG share the information from the meeting(s) with you?

A write up of key notes/questions/themes discussed and raised and any actions points that were established. Distributing any resources/presentations given on the day

Email update

E-mail

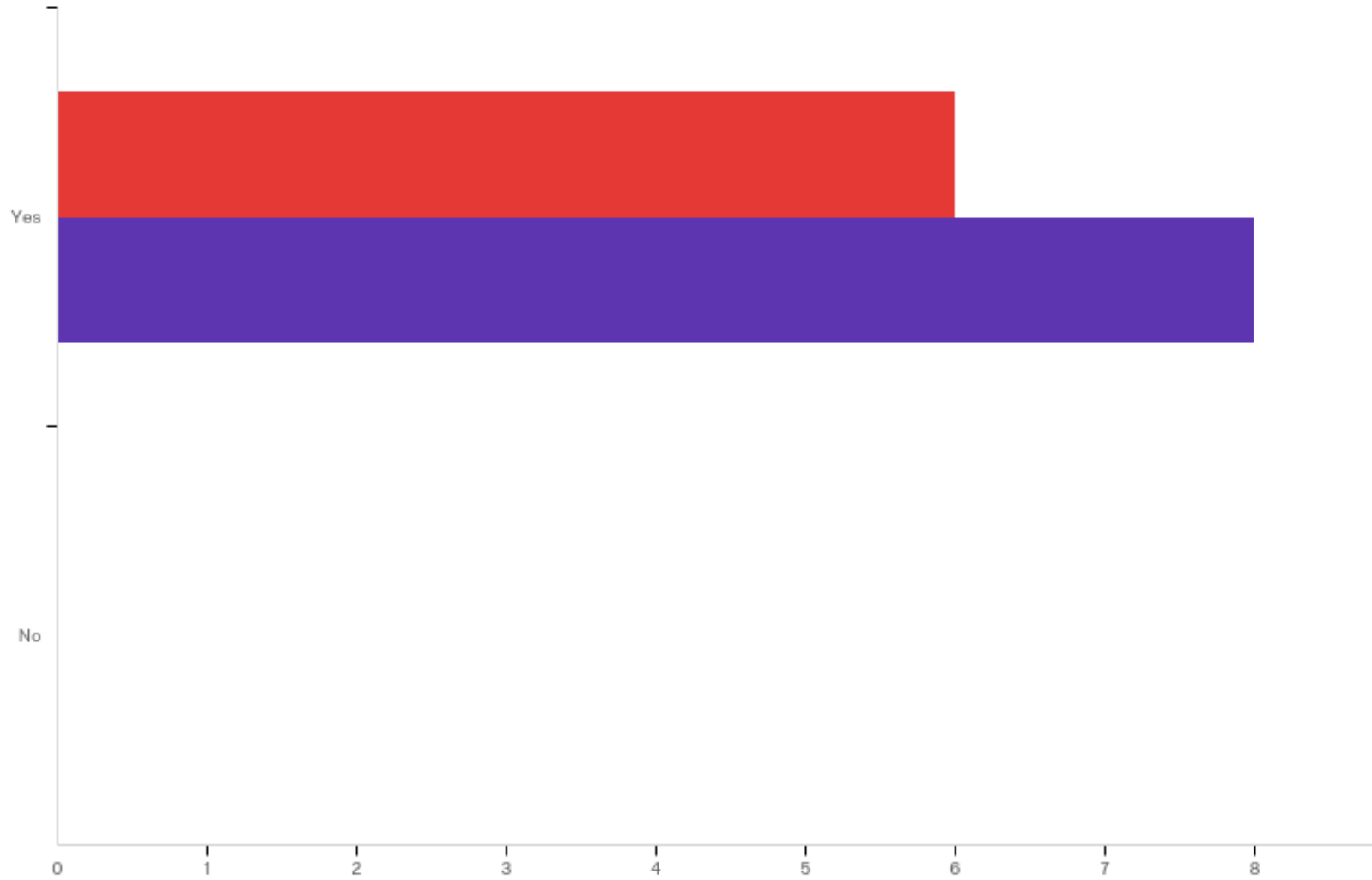
Sharing Minutes maybe?

A summary of what was discussed and then a follow up meeting for those who were unable to attend would be great to ask any further questions or another meeting at a later date- particularly with new staff starting

Email

Video recordings of the meetings or notes from the meetings so I could get a feel for what happened and what was said.

Q2 - Which session did you attend?



Q2 - Which session did you attend?

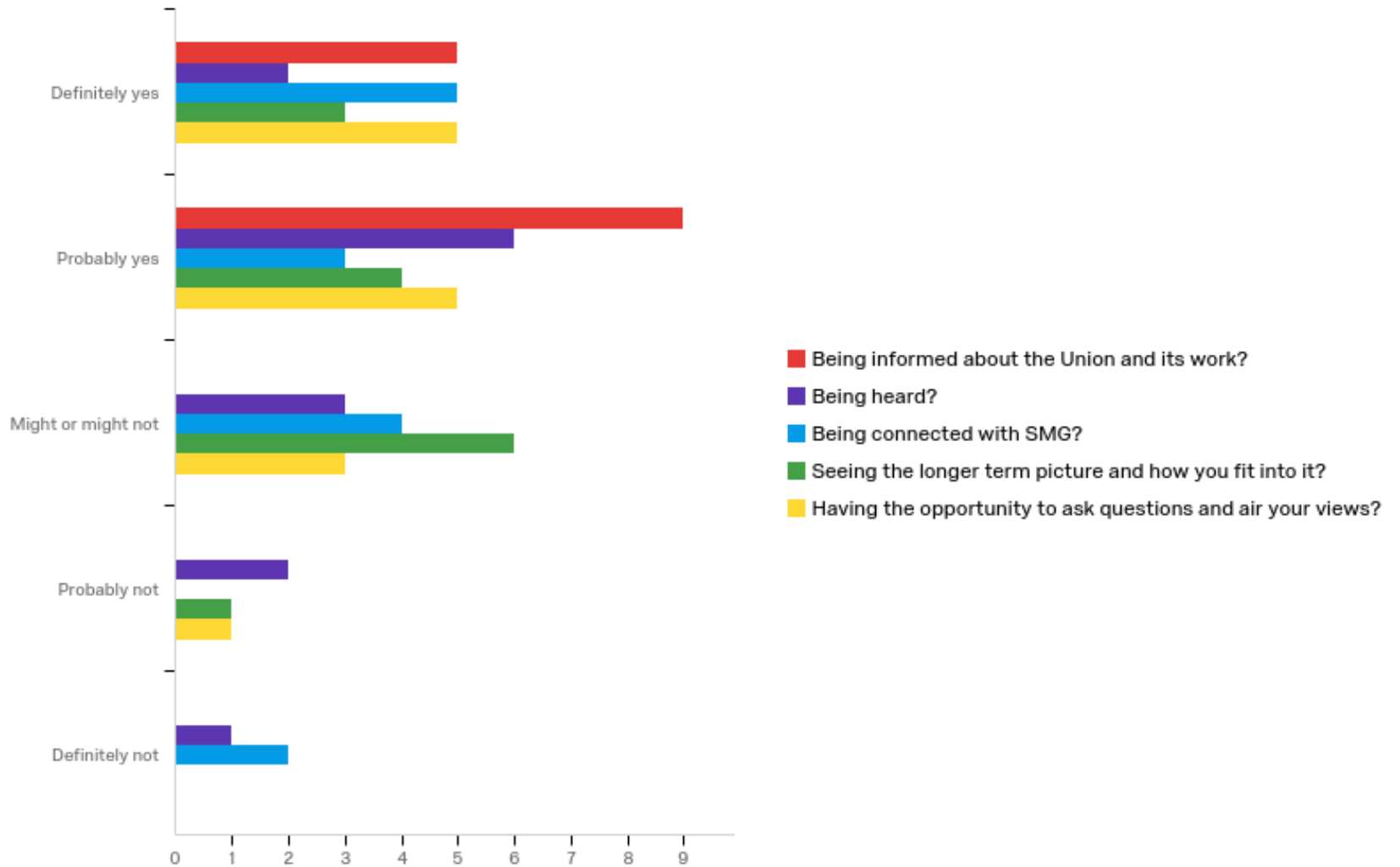
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Yes	1.00	2.00	1.57	0.49	0.24	14
2	No	0.00	0.00	0.00	0.00	0.00	0

Q2 - Which session did you attend?

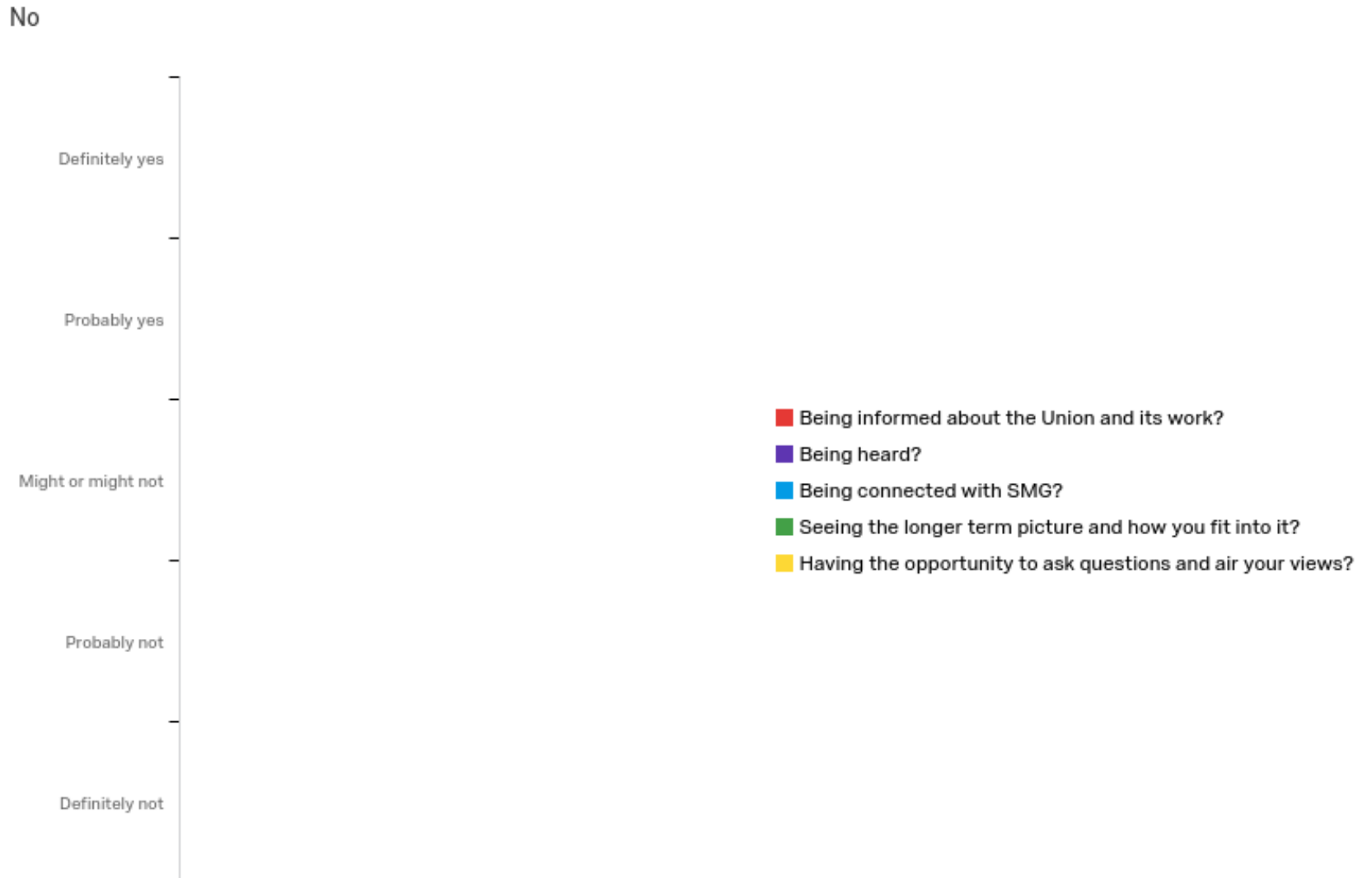
#	Question	Yes		No		Total
1	Morning	100.00%	6	0.00%	0	6
2	Afternoon	100.00%	8	0.00%	0	8

Q3 - Do you feel the staff meeting met the objectives communicated to you?

Yes



Q3 - Do you feel the staff meeting met the objectives communicated to you?



Q3 - Do you feel the staff meeting met the objectives communicated to you?

Yes

Field	Count
Being informed about the Union and its work?	14
Being heard?	14
Being connected with SMG?	14
Seeing the longer term picture and how you fit into it?	14
Having the opportunity to ask questions and air your views?	14

Q3 - Do you feel the staff meeting met the objectives communicated to you?

No

Field	Count
Being informed about the Union and its work?	0
Being heard?	0
Being connected with SMG?	0
Seeing the longer term picture and how you fit into it?	0
Having the opportunity to ask questions and air your views?	0

Q3 - Do you feel the staff meeting met the objectives communicated to you?

Yes

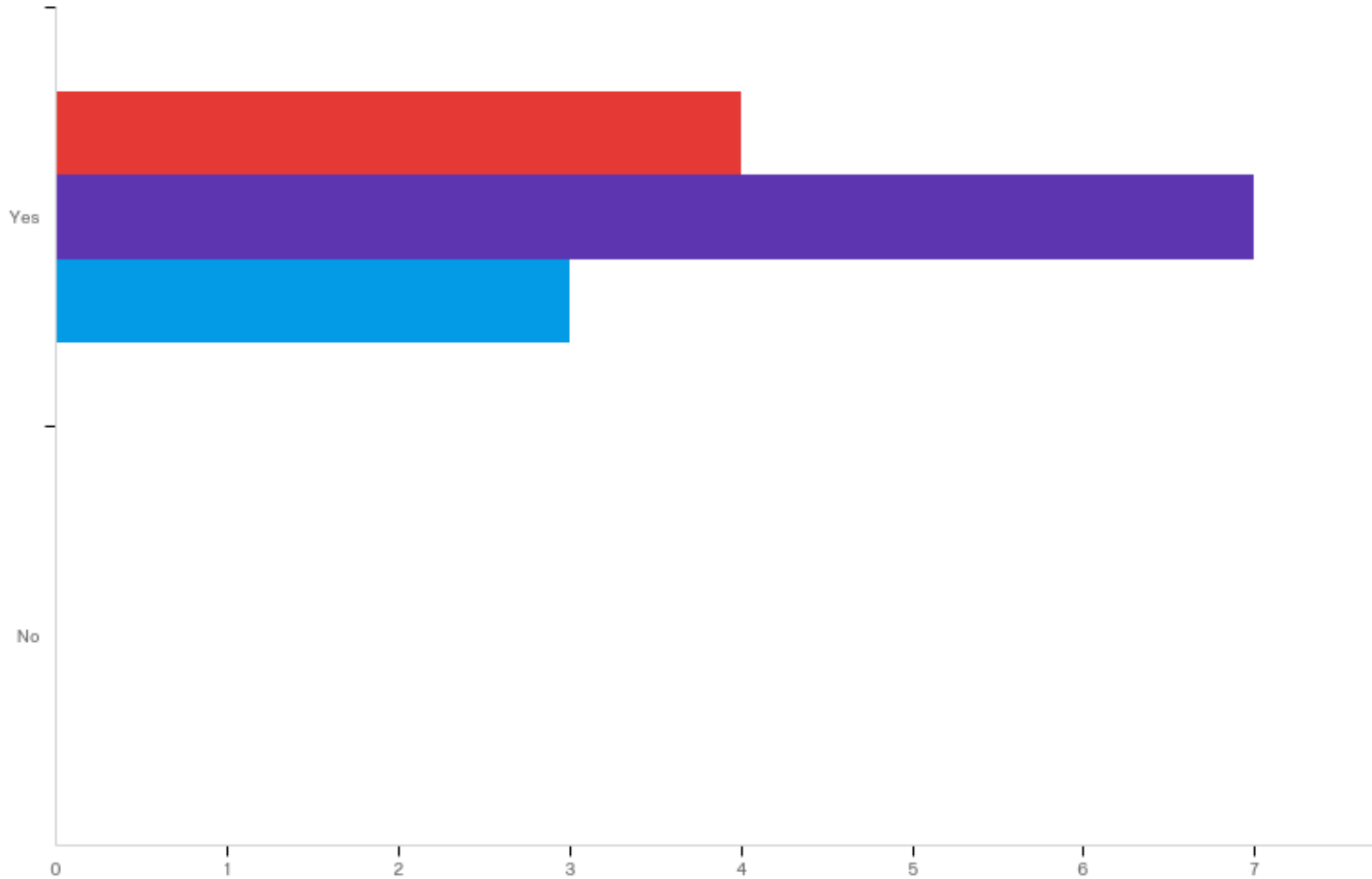
#	Question	Definitely yes		Probably yes		Might or might not		Probably not
1	Being informed about the Union and its work?	35.71%	5	64.29%	9	0.00%	0	0.00%
2	Being heard?	14.29%	2	42.86%	6	21.43%	3	14.29%
3	Being connected with SMG?	35.71%	5	21.43%	3	28.57%	4	0.00%
4	Seeing the longer term picture and how you fit	21.43%	3	28.57%	4	42.86%	6	7.14%

Q3 - Do you feel the staff meeting met the objectives communicated to you?

No

#	Question	Definitely yes		Probably yes		Might or might not		Probably not
1	Being informed about the Union and its work?	0.00%	0	0.00%	0	0.00%	0	0.00%
2	Being heard?	0.00%	0	0.00%	0	0.00%	0	0.00%
3	Being connected with SMG?	0.00%	0	0.00%	0	0.00%	0	0.00%
4	Seeing the longer term picture and how you fit	0.00%	0	0.00%	0	0.00%	0	0.00%

Q8 - Reflecting on the meeting you attended, did the purpose of the meeting match your expectations from SMG's communications?



Q8 - Reflecting on the meeting you attended, did the purpose of the meeting match your expectations from SMG's communications?

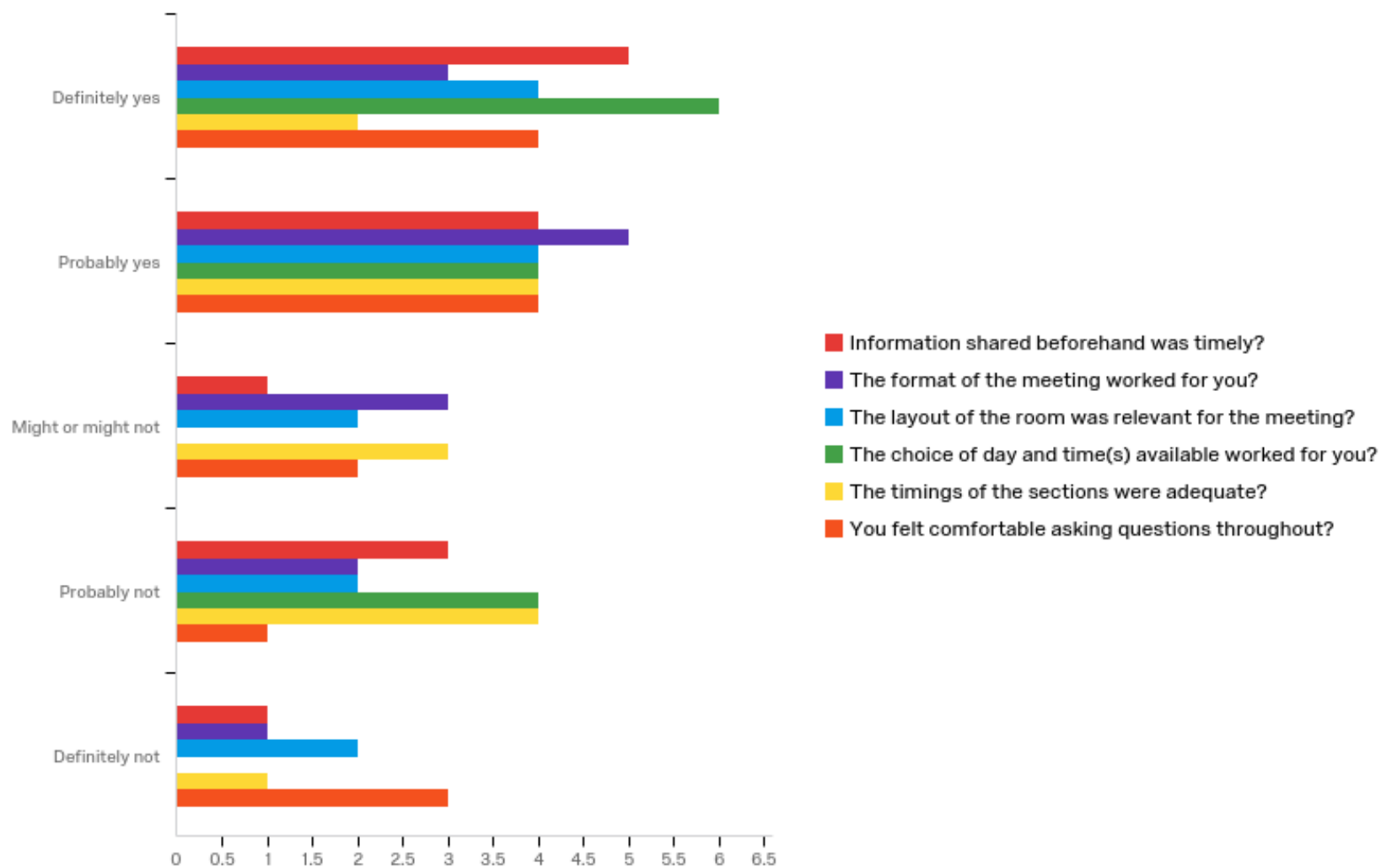
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Yes	1.00	3.00	1.93	0.70	0.49	14
2	No	0.00	0.00	0.00	0.00	0.00	0

Q8 - Reflecting on the meeting you attended, did the purpose of the meeting match your expectations from SMG's communications?

#	Question	Yes		No		Total
1	Yes	100.00%	4	0.00%	0	4
2	Kind of	100.00%	7	0.00%	0	7
3	No	100.00%	3	0.00%	0	3

Q4 - Considering the logistics of the meeting, do you feel that:

Yes



Q4 - Considering the logistics of the meeting, do you feel that:



Q4 - Considering the logistics of the meeting, do you feel that:

Yes

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Information shared beforehand was timely?	1.00	5.00	2.36	1.34	1.80	14
2	The format of the meeting worked for you?	1.00	5.00	2.50	1.18	1.39	14
3	The layout of the room was relevant for the meeting?	1.00	5.00	2.57	1.40	1.96	14
4	The choice of	1.00	4.00	2.14	1.25	1.55	14

Q4 - Considering the logistics of the meeting, do you feel that:

Yes

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	The timings of the sections were adequate ?	1.00	5.00	2.86	1.19	1.41	14
6	You felt comfortable asking questions throughout?	1.00	5.00	2.64	1.49	2.23	14

Q4 - Considering the logistics of the meeting, do you feel that:

No

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Information shared beforehand was timely?	0.00	0.00	0.00	0.00	0.00	0
2	The format of the meeting worked for you?	0.00	0.00	0.00	0.00	0.00	0
3	The layout of the room was relevant for the meeting?	0.00	0.00	0.00	0.00	0.00	0
4	The choice of	0.00	0.00	0.00	0.00	0.00	0

Q4 - Considering the logistics of the meeting, do you feel that:

No

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	The timings of the sections were adequate ?	0.00	0.00	0.00	0.00	0.00	0
6	You felt comfortable asking questions throughout?	0.00	0.00	0.00	0.00	0.00	0

Q4 - Considering the logistics of the meeting, do you feel that:

Yes

#	Question	Definitely yes		Probably yes		Might or might not		Probably not
1	Information shared beforehand was timely?	35.71%	5	28.57%	4	7.14%	1	21.43%
2	The format of the meeting worked for you?	21.43%	3	35.71%	5	21.43%	3	14.29%
3	The layout of the room was relevant for the meeting?	28.57%	4	28.57%	4	14.29%	2	14.29%

Q4 - Considering the logistics of the meeting, do you feel that:

Yes

#	Question	Definitely yes		Probably yes		Might or might not		Probably not
5	The timings of the sections were adequate ?	14.29%	2	28.57%	4	21.43%	3	28.57%
6	You felt comfortable asking questions throughout?	28.57%	4	28.57%	4	14.29%	2	7.14%

Q4 - Considering the logistics of the meeting, do you feel that:

No

#	Question	Definitely yes		Probably yes		Might or might not		Probably not
1	Information shared beforehand was timely?	0.00%	0	0.00%	0	0.00%	0	0.00%
2	The format of the meeting worked for you?	0.00%	0	0.00%	0	0.00%	0	0.00%
3	The layout of the room was relevant for the meeting?	0.00%	0	0.00%	0	0.00%	0	0.00%

Q4 - Considering the logistics of the meeting, do you feel that:

No

#	Question	Definitely yes		Probably yes		Might or might not		Probably not
5	The timings of the sections were adequate?	0.00%	0	0.00%	0	0.00%	0	0.00%
6	You felt comfortable asking questions throughout?	0.00%	0	0.00%	0	0.00%	0	0.00%

Q12 - What was the most useful aspect of the meeting, if any?

Yes

What was the most useful aspect of the meeting, if any?

Knowing what will happen further down the line

It was good to see the strategies as presented by SMG and seeing what their main focus is.

Actually getting an understanding of what SMG do and an understanding of what they are working on.

Having the forum to have discussions with SMG and also hear other staff concerns and views

Being provided the opportunity to ask questions and feedback on each Directorate's plan/vision.

Knowing what the SMG are working on and what the future holds for our teams.

Presentations were informative, delivery good and personable.

Get informed about all current projects in a long and short term. great way to feel the impact of my work on those plans and Union goals.

Getting across the fact that the Union is under resourced and that it causes issues with wellbeing. Simply saying prioritisation doesn't work for all departments but we need to look at how we support staff

Q12 - What was the most useful aspect of the meeting, if any?

Yes

What was the most useful aspect of the meeting, if any?

Getting an idea of what's going on. SMG making the effort to be available to staff for an open dialogue.

To have an overview about each directorate in an interactive format rather than a written document or email which may be ignored or not read in depth.

I found it very positive that we had a chance to look at the key objectives and general direction for the organisation, presented by the SMG - it's an important step in the right direction!

Q12 - What was the most useful aspect of the meeting, if any?

What was the most useful aspect of the meeting, if any?

Q12 - If we were to hold another staff meeting, what agenda items would you like to see included?

Yes

If we were to hold another staff meeting, what agenda items would you like to see included?

What each department is doing, if other departments can help them, and any concerns or issues

I would like to see progress updates on these strategies and a clearer idea from all the SMG team on when things can happen.

Discussion around cross-team interaction, presentations did seem siloed into particular directorates, even though outcomes will have significant impact across teams.

i feel it would be nice to have a chat about staff wellbeing. Its a big item on most agenda's at the moment. Maybe interesting to hear what each SMG has noticed in there directorate is happening and what changes small or large they are going to try to deal with any wellbeing issues identified.

Key updates on these plans and consultation on any projects being reviewed (projects that effect all staff e.g. HR processes (A2T), Union rooms & space etc.

- How we're planning on tackling certain issues that have been raised throughout the past year / term / month;

Collaborative working and what that means, rewards and recognition, staff engagement, progression opportunitites, learning and development opportunities, how we look after staff

Q12 - If we were to hold another staff meeting, what agenda items would you like to see included?

Yes

If we were to hold another staff meeting, what agenda items would you like to see included?

Maybe choose a topic to discuss between us.

information on how we are to tackle the capacity issue. plans in place.

The agenda was fine.

6 month progress update.

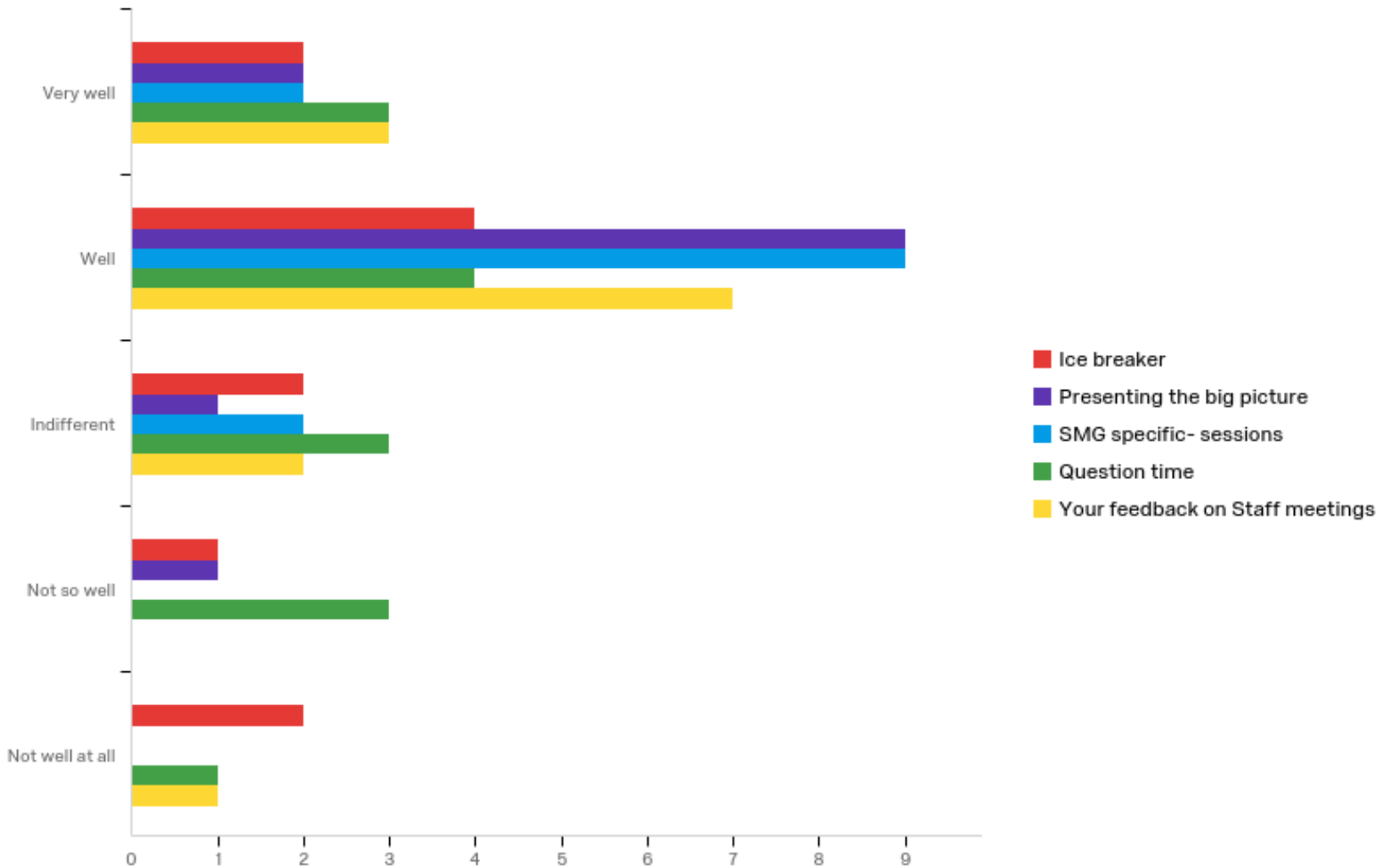
Staff wellbeing, people's strategy, project management and key updates from teams.

Q12 - If we were to hold another staff meeting, what agenda items would you like to see included?

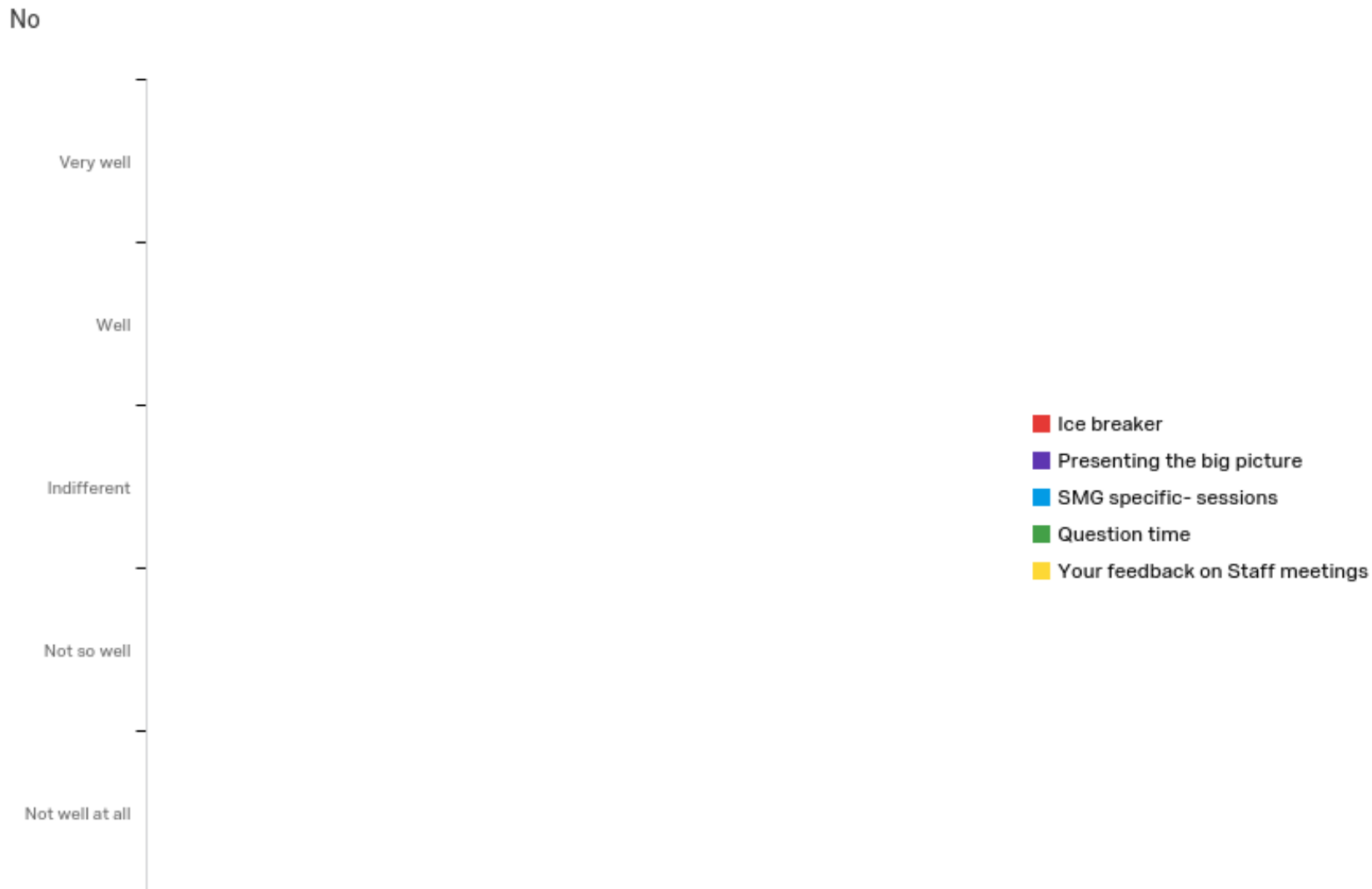
If we were to hold another staff meeting, what agenda items would you like to see included?

Q5 - Considering the different parts of the meeting, how do you feel they went for you?

Yes



Q5 - Considering the different parts of the meeting, how do you feel they went for you?



Q5 - Considering the different parts of the meeting, how do you feel they went for you?

Yes

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Ice breaker	1.00	5.00	2.73	1.35	1.83	11
2	Presenting the big picture	1.00	4.00	2.08	0.73	0.53	13
3	SMG specific-sessions	1.00	3.00	2.00	0.55	0.31	13
4	Question time	1.00	5.00	2.64	1.23	1.52	14
5	Your feedback on Staff meetings	1.00	5.00	2.15	1.03	1.05	13

Q5 - Considering the different parts of the meeting, how do you feel they went for you?

No

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Ice breaker	0.00	0.00	0.00	0.00	0.00	0
2	Presenting the big picture	0.00	0.00	0.00	0.00	0.00	0
3	SMG specific-sessions	0.00	0.00	0.00	0.00	0.00	0
4	Question time	0.00	0.00	0.00	0.00	0.00	0
5	Your feedback on Staff meetings	0.00	0.00	0.00	0.00	0.00	0

Q5 - Considering the different parts of the meeting, how do you feel they went for you?

Yes

#	Question	Very well		Well		Indifferent		Not so well
1	Ice breaker	18.18%	2	36.36%	4	18.18%	2	9.09%
2	Presenting the big picture	15.38%	2	69.23%	9	7.69%	1	7.69%
3	SMG specific-sessions	15.38%	2	69.23%	9	15.38%	2	0.00%
4	Question time	21.43%	3	28.57%	4	21.43%	3	21.43%
5	Your feedback on Staff meetings	23.08%	3	53.85%	7	15.38%	2	0.00%

Q5 - Considering the different parts of the meeting, how do you feel they went for you?

No

#	Question	Very well		Well		Indifferent		Not so well
1	Ice breaker	0.00%	0	0.00%	0	0.00%	0	0.00%
2	Presenting the big picture	0.00%	0	0.00%	0	0.00%	0	0.00%
3	SMG specific-sessions	0.00%	0	0.00%	0	0.00%	0	0.00%
4	Question time	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Your feedback on Staff meetings	0.00%	0	0.00%	0	0.00%	0	0.00%

Q7 - Please share how you felt after the staff meeting?

Yes

Please share how you felt after the staff meeting?

We know a bit more than we did before however most of us know the plans for the union

the boxes were not big enough to give feedback, just flagging this up from the evaluation form I submitted

I felt it was nice to hear about the strategies from the SMG however i felt like all of the concepts discussed were theoretical and concerned with phrases and ideas but i don't feel like these strategies are doing anything active to help us with the immediate problems we face as a staff.

My understanding of an all staff meeting is for all staff to feel included in the overall development of the organisation. I believe that before you can offer support to students and external organisations you need to assure that the same level of support and dedication are given to the staff. Rathe

Happy to hear about progress being made, but maybe raised more questions than answered - felt a little unsettled by the uncertainty around a lot of big projects and changes that were brought up.

i feel the session went generally well and its very useful. Although I feel that at times the answers were trying to be formulated out of thin air, instead of just say there is no answer at the moment but by this date an answer will be hopefully found.

Q7 - Please share how you felt after the staff meeting?

Yes

Please share how you felt after the staff meeting?

Good - it was therapeutic to air issues and to know that others in the organisation also experience the same problems

Hopeful.

Some useful information shared. Promoted as a 'meeting', seemed more presentation heavy. Too rushed. Borderline tick box exercise. Could not ask the questions I really wanted answers too.

Having a global vision of the Union's work helped me understand the impact of my activities

Not Great. I'm worried that the staff meeting did more damage than good. The presentations were fine, it was the way that questions were handled that was the problem. Answers seemed condescending and even rude at times - often avoiding the actual question or flipping it back passive-aggressively.

Felt positive and hopeful, as I believe there will be more staff meetings and our internal communications is going to improve.

Q7 - Please share how you felt after the staff meeting?

Please share how you felt after the staff meeting?

Q6 - Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

Yes

Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

Better time of day that can fit most of us if not all and a better room layout

the boxes were not big enough to give feedback, just flagging this up from the evaluation form I submitted

We need a clearer progress marker and timescale on these strategies otherwise they are just idealistic words. I think that the SMG need to consider the priorities of staff and seeing how far these strategies are progressing would help staff to feel part of the strategy. We should have internal coms to celebrate each other's achievements and keep everyone up to date with each department. Maybe a weekly:bonus-weekly email blast?

Rather regrettably after the meeting I didn't feel heard. I feel SMG should be approachable particularly if they are facilitating the session. Unfortunately, I felt further disconnected from SMG following on from this meeting and it became apparent to me that middle management are better suited in creating genuine connection with staff members. However, middle management are under an immense amount of pressure in its self to support their directorates. It's very hard to see the long term picture

It would be nice to have a regular update from Jarlath on overall direction and SMG projects. At the moment it feels like too much information is expected to trickle down through line management, which isn't really happening effectively.

Q6 - Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

Yes

Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

I feel a fortnightly newsletter would be helpful to keep all staff informed with the general things going on. I also think that information should be passed down from top to bottom, without an assumption of relevance as I think some people may still want to know what's going on even if they are not directly involved.

I would love to have staff meetings more often - no longer than half an hour - but something that brings people together and reminds us we're all in this together. If we talk about our wins and troubles it will make it easier to cope with stress and be aware of the bigger picture.

Think follow up sessions will need to be managed and promoted carefully. Change time of session and it was far too long, especially leading into lunch time. Good strategic overview but needs to relate more to the operational and how teams fit in/ work together

Weekly union dept. updates (30 min max)

There's no point organising these forums and asking for questions if the way they are answered implies that SMG don't care or don't *actually* want staff to be in the loop. We were raising serious problems that should probably be at the top of the SMG list of priorities but were thrown back in our direction in a "find a way to deal with it - it's on you" kind of tone. It's a mentality thing it seems, and it's not healthy.

Q6 - Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

Yes

Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

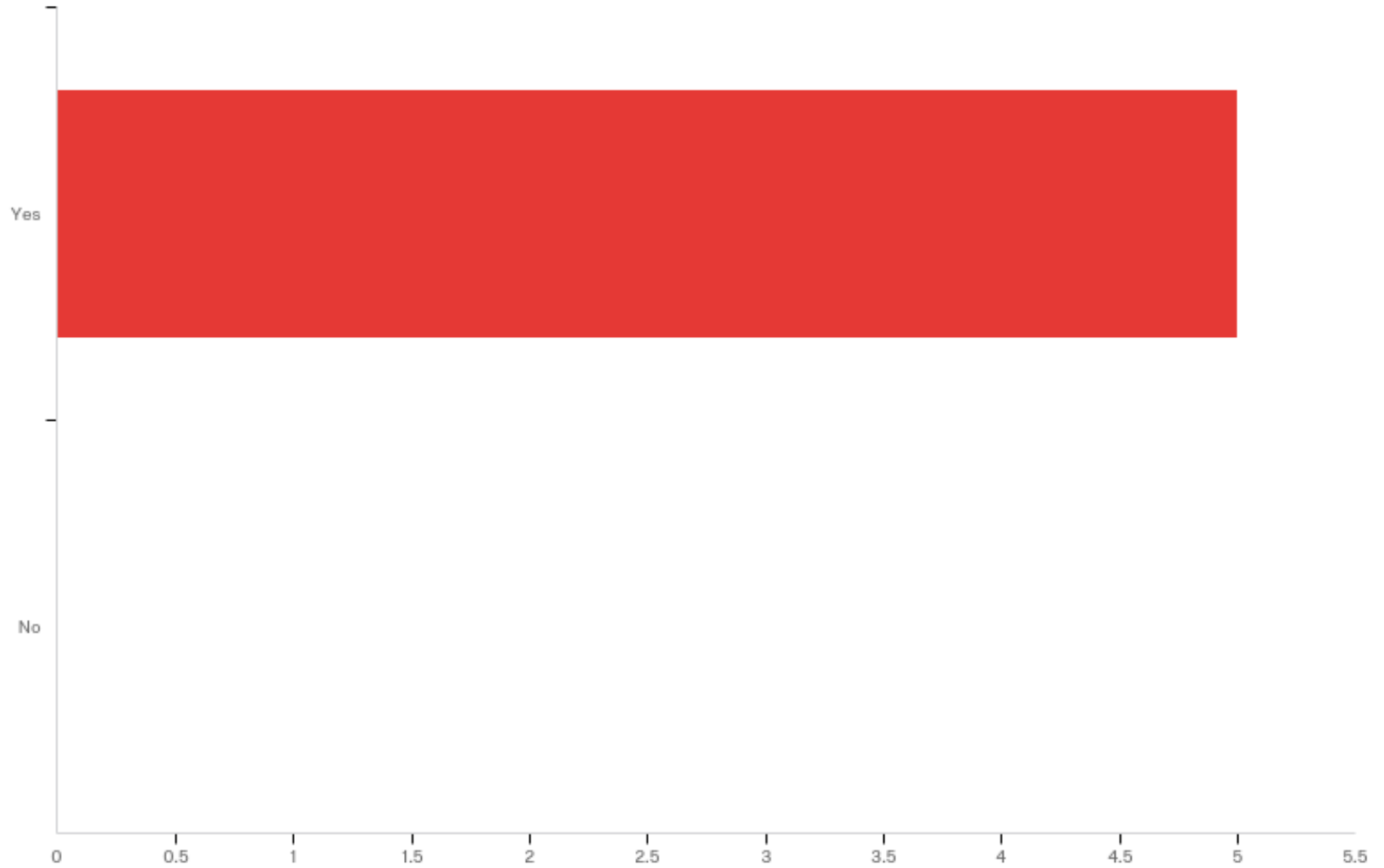
I think having a meeting with each directorate separately would also be beneficial. This will be an opportunity to look deeper at the plans and focus on how each department will work together to achieve this. I feel this is missing in the organisation as each department just focuses on their targets rather than effectively working together.

All staff newsletter with key messages and updates in one place (once a week, or every other week); staff 'breakfast' - quick meeting once a month/ 6 weeks with team updates (one team would present their updates), with opportunities to ask questions and share important messages.

Q6 - Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

Please share any ideas and suggestions you have to enhance our internal communications, including elaborating on any answers you gave above.

Q12 - Topics



Q12 - Topics

#	Question	Yes		No	
Unknown	Unknown	100.00%	5	0.00%	0
	Total	Total	5	Total	0