

Managing Marginal Performers

Participant Comments



Icebreaker exercise helped to diffuse my anxiety; I liked the way we ended up being open and able to cooperate with each other; The training and presentation was lively and helped keep my energy level high; Well planned--moves quickly--not too much time spent on each portion--maintained interest; It was fun to interact in a group setting for a change, normally it is very difficult for me; I really felt more and more comfortable talking with people I did not previously know; You have great eye contact skills, inclusion of all members in discussions, time flew and great sense of humor; Getting people involved in the dynamics of team-building and communicating; Well planned exercises that were wrapped up with conclusive information; I was pleasantly surprised to find the exercises rewarding--the presentation did spark thought and provide an opportunity for new interactions; Brought staff together and helped me realize that I am part of a team and not always right; Stimulating and interesting, "no one fell asleep", everybody expressed great interest and desire to get involved and learn; This was the best seminar of this genre that I've attended to date; You took a vague topic and did an excellent job; The processing of each activity and individual/group experience's was very enlightening; I found this training helpful and productive, thanks; Excellent style, energetic and informative; The insight that I gained into the attitudes and feelings of other people in the group--Also some insight into how other people perceived me and my actions; Every individual's contribution to a team effort is important and should be encouraged; Structuring meetings, my team "personnel"--how I can develop myself, challenging and educational overall; The group-building behaviors made me think of more ways I can contribute to my teams, and create some new ones--getting to know other team members better on a personal level; Power of positive feedback; Learn the roles your team members play and use that knowledge to your advantage; I liked the exercises of giving positive statements; Integrating with other people and looking closely at the "process" during exercises; Providing the format and "reason" for us to say things to each other that may or may not have been said ordinarily; Information sharing--risk-taking within a structured environment; I felt people were really getting together and solving problems; Practical examples to solve actual situations, ("Did you try..."); Focusing on specific consensus process; I was reminded that often in work groups, there is no chairperson and no agreed upon procedural guidelines--need to really concentrate on this more in my meetings; Pointing out common characteristics about group members and membership; The importance of group work and "two heads being better than one" was definitely reinforced; I realize even more, how much I enjoy working with these people and that I have to relax more; To break away from "all of it" once in a while, switch roles, and gain perspective; The reinforcement of my own ideas on teams/groups and how effective and productive they can be.

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