



## Organizational Leadership Course Testimonials

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“Thanks to Shackleton Group for the excellent training. As we discussed during and after the class, I believe this training was some of the best I have had in 38+ years in law enforcement. I believe that the leadership class tied in nicely with the decision making under stress module.

.....will look at how we could organize around bringing you guys back for a larger group of supervisors and command officers. Thanks again.....”

“In 27 ½ years, by far the most captivating, essential and necessary training I have EVER attended. You’re all heroes by my definition for stepping out to make others the best that they can be. Your PASSION is very apparent.”

“We all really enjoyed the training and I am planning on meeting with our training folks and bosses to pass this class along. I really think every supervisor should take this class”

“It was a pleasure meeting you and your colleagues. I learned a lot and really enjoyed the training. Please continue to provide the training to all levels of law enforcement as it is that good for our line of work.”

“This would be a great Course for Upper Command”

“The Instructors are TRUE leaders and rely a lot on their past and shared those experiences”

“All of us need to be reminded and updated on our responsibilities and skills as leaders and this course does it succinctly and effectively.”

“Most leadership classes I’ve attended are taught by people that clearly just know what’s in the book. SG is different because the instructors KNOW this stuff, they’ve lived it and they’ve seen it work in OUR environment. This is practical knowledge, not book knowledge.”

“I really liked the course because it’s not theoretical. We didn’t do pretend scenarios in the class, but rather real-life examples that I understand and can apply directly to what I do at work”

“This is exactly what my organization needs. The course is so good that I contacted my previous organization and told them they need it too.”

“Mike & Ed were very interactive & very good instructors”

“Very interactive, kept everyone on their toes. Could not have been better. Truly impressed, great structure”

“I found it to be an invaluable tool and would highly recommend it to any organization that is looking to refresh, refine, and improve the leadership skills and awareness of the organization.”



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“Just wanted to say you all did a GREAT JOB putting together the Leadership training this week...I think the content is 'right on target'. Great job by the entire Shackleton Group 'team'....adding Koby is a 'home run'!!!! What a find!!!”

“I thoroughly enjoyed the class this week and wanted to thank you again. I really learned a lot that I hope to use in the future. Thanks again. I also wanted to send you a quote that I recently came across that I thought you might enjoy (if you haven't seen it already). It kind of links the management and leadership aspects we were talking about.”

*Leadership is solving problems. The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded you do not care. Either case is a failure of leadership.*

*Colin Powell*

“Thanks for the great insight and vision for our future as leaders of great men and women in our profession. Take care and don't hesitate to call if you need anything in the future. Semper Fi”

“Thanks so much for a great class I was able to take away – and follow-up - with several thoughts and ideas that were brought up in the class. THANK YOU for all you do for us. Please let me know if I can ever do anything for you all!!!”

“Thanks for putting the course on. It was very useful and I definitely had some good takeaways for my daily use.”

“Thank you for the presentation, definitely a few new tools to add to hone and enhance my own personal style.”

“Like infrastructures, we all need to be refreshed, maintained and updated from time to time and this course fits the bill exactly.”

“The course stays on point and is perfectly timed. There is no down time in what is a professional and open environment.”

“Shackleton's "Leadership Development Course" provides a framework for individuals to become self-aware of their leadership skills, tendencies, and abilities while providing opportunities to develop (both strengths and weaknesses) and gives them the fundamental concepts of organizational leadership to assist them to hone their leadership skills.”

“The interactive nature of the course, by itself, provides an environment for students to witness the various leadership styles and how they can be employed in situations, understand how leadership affects the performance of an



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organization, and provides an opportunity for individuals to self-assess and consider how they can develop, adapt, and improve as a leader in an organization.”

“Leadership development is about experience and knowing how to act in a given situation. This training provides the framework for students to continue to hone their organizational leadership skills.”

“I liked it more than I wanted to.”

“I got so much more out of this course than I expected.”

“It was a real eye-opener to all the things I need to do when I get back to the office.”

“Everybody on my team needs to take this class.”

“This class isn’t just suited to middle-managers; it’s beneficial for anyone in any leadership position.”

“Enjoyed the Program, Thank you”



## Organizational Leadership Course Testimonials

Recent Survey Results: Participants selected a rating on a scale of 1 to 5, where 1= Really Bad, 3=Average, and 5= Never Seen Better

73% of the participants said their knowledge of the material before the course was average or below average
94% of the participants said their knowledge of the material after the course was either better than they were used to or better than they had ever seen before
62% of the participants said the quality of visual aids were better than they were used to. 38% said they'd never seen better
87% of the participants said the clarity of the session content was either better than they were used to or better than they had ever seen before
92% of the participants said the handouts were either better than they were used to or better than they had ever seen before
99% of the participants said appropriateness of the material to their needs was either better than they were used to or better than they had ever seen before
99% of the participants said the effectiveness of the instructors was either better than they were used to or better than they had ever seen before
99% of the participants said that the instructors ability to answer questions was either better than they were used to or better than they had ever seen before
99% of the participants said that the instructors effectiveness in keeping the discussion focused and relevant was either better than they were used to or better than they had ever seen before
99% of the participants said the coverage of the subject matter was either better than they were used to or better than they had ever seen before
99% of the participants said the suitability of the instructional materials were either better than they were used to or better than they had ever seen before
99% of the participants said the overall rating of the instructors was either better than they were used to or better than they had ever seen before