

Groupwork Solutions post-workshop (3-month) feedback (Working with men stream)

Unfortunately, few training organisations conduct follow-up feedback and publish it on their website. Groupwork Solutions (GWS) advocates for this to be the minimum standard for all training organisations. At GWS, three months after workshops are completed, participants are asked to provide feedback about their learning experience regarding:

- what learning they valued.
- how they have put that learning into practice.
- the difference the learning has made to their work.

Kirkpatrick (2010) identified the following levels as a tool to improve evaluation of training programs. The more feedback informs the 4th level of evaluation results, the greater is the return on expectations (ROE) and return on investment (ROI) for the organisation.

Groupwork Solutions Dashboard Report (Working with men stream)

Evaluation measure		Results achieved
Level 4: Results and impact of the training	To what degree targeted outcomes occur, as a result of the learning events and subsequent reinforcement.	<ul style="list-style-type: none"> • 61% of participants identified positive changes in their work with male clients. • 17% of participants reported working with <i>more</i> men after workshop participation.
Level 3: Behaviour change	To what degree participants apply what they learned during training when they are back on the job.	<ul style="list-style-type: none"> • 61% of the participants had implemented skills and knowledge learned in the workshop into the workplace.
Level 2: Learning from training	To what degree the participants acquire the intended knowledge, skills and attitudes based on their participation in the learning event.	<ul style="list-style-type: none"> • 78% of participants who rated the workshop as <i>above average</i> or <i>the best</i> training workshop they had participated in during the past 2 years.
Level 1: Reaction to training	To what degree participants react favorably to the learning event.	<ul style="list-style-type: none"> • 83% of participants thought the workshop had been <i>important</i> to <i>very important</i> for them. • 91% of participants would recommend this workshop to other professionals.

Respondents attended the following range of workshops

		Percentage
	Gaining cooperative responses from separated fathers using the generative approach Workshop	16%
	Engaging men in family based programs	28%
	Working with men's responses to conflict	44%
	Groupwork with men: Facilitating therapeutic-educational groupwork	6%
	Working with men: Practice development workshop	3%
	Other	3%

Specific feedback scores

Level 1: How important has the workshop been for you?	Very Important	35%
	Important	48%
	Alright	13%
	Little value	4%
Level 3: Have you been able to put the skills/knowledge that you learnt in the workshop into practice at your workplace?	Yes	61%
	Partially	26%
	No	13%
Level 4: Are you running more or less groups than you did before completing the workshop?	More	17%
	Same	78%
	Less	4%
Level 4: Have you identified positive changes in your group work?	Yes	61%
	Partially	30%
	No	9%
Level 1: Would you recommend this workshop to other professionals?	Yes	91%
	No	9%
Level 2: Compared with other training workshops that you have attended over the past two years, how would you rate the Groupwork Solutions workshop(s) that you participated in?	The Best	17%
	Above Average	61%
	Average	17%
	Poor	4%

Qualitative Feedback

Which workshop did you attend? Other (Please specify)

- Generativity with fathers.

Have you been able to put the skills/knowledge that you learnt in the workshop into practice at your workplace? If no, please state why.

- Heavy work load.
- Not directly in workplace due to the gender ideologies in Senior Management.

What differences have you noticed in the way you work with men since completing the workshop?

- Campfire process - Providing a piece of paper with the strategy on it
- Understanding them better and using better tools to work with them.
- The importance of acknowledgement/validation before confronting behavioural issues.
- I focus less on consoling and sympathising and focus more on empowering men by working with them to identify their own strength and ability to manage the chaos and turmoil. I am now more inclined to ask men what they think is best for their children after an opportunity to reflect on their own childhood and how they can help this happen for their kids from a separated perspective. I am also more inclined to reflect on my own responses and interactions with distressed men; my default response has been to rescue them and do for them, but this is now monitored and consciously replaced with the focus that they need to do for themselves in order to take control and develop a measure of strength and dignity.
- Not many
- Feel very pleased to be able to help more
- I have particularly focused on the generative approach and have looked for opportunities to build or enhance this contact between men - one that worked extremely well was when I got my male client into a music lesson with a self-taught music teacher, who also suffers from depression. This contact has led to further contact possibilities and wonderful generosity from the music teacher to my client. Just brilliant.
- An understanding of how to approach men with lessened conflict i.e. through their children's needs.
- Looking at men with a positive outlook.
- The nurses in my team have read the booklet about how to work with men around generativity and are very clear about making it seem relevant to the men they work with - they are clearer about what are some possible ways of best communicating and working on the relationship with fathers in their families.
- A broader consciousness of context and an even greater emphasis on a working out of a non deficit view, and the importance of a generative approach in working with men regardless of socio economic background.
- I now use more tangible handouts.
- Improved. Work intensely to identify core issues and to directly address them. Less compromising in addressing anger or violence issues.

- More consultative, focus more on strength based approach.
- More confident and concrete in actions.

What is the most valuable knowledge that you gained through participating in this workshop?

- Men's distress is different from women's - emotions may not be spoken but are deeply felt
- Different tools to use with them.
- BOTH need to happen when considering emotional and safety issues for children as well as naming and highlighting the fact that fathers love their children.
- Empathy is vital to every interaction but too much sympathy can fuel a victim mindset. I feel more informed about how men react under stress and the demonstration of better methods to respond and support them was helpful. To learn from men who have lived this experience was challenging but powerful. I understand more the stress and distress that men experience when trying to cope with overwhelming odds and injustice.
- I'm not sure I can remember.
- Valuing men as fathers and how they connect themselves to their children
- Understanding generativity is useful, and I can see how it can be taught to others, to instill positive thoughts and direction.
- The practical tools are very good knowledge and hearing and learning from other participants experiences.
- The generative approach and its benefits. The model that related to what we can control was also very beneficial. I already had a good grounding in the iceberg model in relation to feelings/ experiences through my years of training.
- The concept of generativity and the importance of this to fathers.
- Hearing from real men who use real services.
- For me, it is always good to revisit Generativity as it is quite a difficult concept to get your head around. Also, I found the concept of the wounded child very interesting and of great benefit to me.
- It is difficult to separate out - For me it was the whole package.
- Respect and male friendly service.
- The collaborative nature of the work is essential to men's progress. Information sharing amongst practitioners is a potential growth area to contribute to best practice. The interaction between facilitators and workers in developing ideas and extending possibilities was most valuable.
- Mostly supporting, reinforcing and encouraging for me in my isolated position.
- Men like to feel they have direction.

Any other comments?

- I enjoyed all workshops.
- Keep up the great work. Other than that, no further comment...
- Well presented, presented demonstrated excellent knowledge base and was engaging in adult learning environment.
- I really enjoyed the training and meeting others who work in the field. It was delivered in a way that was relaxed and took into account the various levels of expertise amongst the participants. I'd attend other training by this trainer.

- Enjoyed the collegiate discussion. Sharing of strategies and tools may be useful.
- The combination of information and group exercises seemed to cover all learning styles.
- I appreciated the respectful and caring delivery by the presenters of their wisdom and understanding of men in times of elevated and heightened emotional situations. They presented from personal experience but were articulate and effective in transferring insight to those of us who work in the sector but may not have personally experienced the anguish and distress that separated men endure. The knowledge of reactions and behaviours has certainly helped me to communicate more effectively with the men I interact within the group and in considering the pre-mediation program I am preparing for the organisation I am volunteering for.
- I didn't expect that it would be so DV focused, I thought it may have talked more about dealing with arguments. I don't work specifically with DV so I probably wouldn't have gone.
- It's good to be in touch with the trainers/facilitators.
- Please forgive me for being blunt, but during the training the focus seemed to be on how fights get started and not on different techniques for resolution. Almost anyone can tell you how men start fights, by thinking only of themselves. Two different scenarios were given and both focused on diverting the focus to a dog or to a child. We do not normally have those situations. So if you have two men at each other, with no child or dog, how do you shift their focus. Also a lot of story telling was done, but no practical information as to how to use that for another situation. It could have been of more use. I did find the anger scale interesting, the possibility of men getting control of their emotions before they build to an eruptive level. I find this could be a good technique for those with real anger management issues.
- Overall, one of the best workshops I have attended.
- I felt the workshop was well paced, the presentation was done with enthusiasm and examples of real-life experiences was helpful and appropriate.
- I really enjoyed the lively approach and practical focus. I can see the single day format was a little limiting in learning to apply some of the information but overall it was highly satisfactory
- The grounds were fantastic as I was able to ground myself through the breaks with environment. Positive workshop
- Thought provoking and affirmative discussions were very useful.