

WOMEN MOVING FORWARD® SURVEY REPORT

Susan Van Vleet Consultants, Inc.®

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Women Moving Forward® 2007 Survey Report

Women Moving Forward® is a three day course that has been successfully delivered internationally as well as domestically for over 28 years.

Graduates of the course have been reporting deep and profound changes in their lives for all of the 28 years the course has been available. They tell us what they have experienced is life changing. But until now all we had to quantify this were the testimonies of graduates of the workshop.

Because we wanted to review the applicability and efficacy of the course 28 years later we decided to survey the 351 women graduates of Women Moving Forward® who were still on our mailing list and who had taken the course more than one year ago. This meant we were deleting 37 women at the time of distribution of the survey.

Distribution of Survey

The survey went out to 351 women who were graduates of Women Moving Forward® for a year or more.

The survey was distributed to the women on the paper mailing list via US Mail. We included a cover letter to explain why we were doing a survey. It was distributed to the women on the E-mail mailing list via an attachment to a cover letter that described why we were doing the survey.

Reminders were sent to the 351 women three times via e-mail and US Mail. There was an April 20 deadline that was extended to April 23 for the return of surveys.

Collection of Surveys

Women Moving Forward® Graduates could return their surveys one of three ways:

1. In the self addressed stamped envelope accompanying the paper mailing.
2. Via fax for both mailing lists.
3. Via e-mail for the electronic mailing list.

When needed names of respondents were removed before tabulation began.

Note: Three women hand carried them to us at our office or at a meeting.

Tabulation of Surveys

Two Susan Van Vleet Consultants, Inc. staff members tabulated surveys by hand.

The first staff member tabulated most of the surveys and then the second staff member tabulated them again and added surveys as they came later.

The cut off date of April 20 was extended to April 23.

Survey Results

Although not a scientific survey we believe the data acquired is impactful to both our company and to companies that send and pay for women to participate in Women Moving Forward®.

The data is from 11% of the women surveyed. An 11% return is above normal for a voluntary survey like this.

The data is both from women who are recent graduates (1-5 years) as well as from graduates who had taken Women Moving Forward® 10-20 years ago.

38% of respondents had taken the course 1-5 years ago
20.5% of respondents had taken the course 6-10 years ago
7.5% of respondents had taken the workshop 11-15 years ago
And 31% of respondents had taken the workshop 16-20 years ago.
And 3% of respondents had taken the workshop 21-28 years ago.

It was interesting to us that women found the workshop as impactful or more 10-28 years later and felt the need to tell us so.

We believed that two types of graduates would respond most readily to this type of survey; those who felt the course was valuable to them and those who did not. We postulated that those who were indifferent would not respond. That proved to be true and moreover the response is clearly from those who felt the course was valuable.

This could mean that:

- 1.The graduates more likely to respond were the ones who felt it was valuable.
- 2.The graduates who remain on our mailing list are women who felt it was valuable or
- 3.This is an accurate sample of the larger group.

We do not have an answer to this except to say that the responses we received on the survey mirror closely the testimonies we have received over 28 years of speaking and receiving notes from graduates of Women Moving Forward®

The Data

Question #1: What Year Did You Take Women Moving Forward®?

Results:

38% of respondents had taken the course 1-5 years ago.
20.5% of respondents had taken the course 6-10 years ago.
7.5% of respondents had taken the course 11-15 years ago.
31% of respondents had taken the course 16-20 years ago.
and 3% of respondents had taken the course 21-28 years ago.

As stated previously 38% of all respondents had taken the workshop 1-5 years ago and the majority of respondents, 62%, graduated 6-28 years ago.

The following data, therefore, represents the responses of women who have been using the learnings from Women Moving Forward® for 1 to over 20 years. The added comments respondents made on their surveys are also in this report and follow each question exactly the way they were written. We did not edit them, except to remove the names of companies.

Question # 2: Have You Taken Other Susan Van Vleet Consultants, Inc.® Courses?

Results: 67% had taken other SVVCI® courses 33% had not

The majority of our clients take more than one course from us. This matches our experience and earlier data on registrations. In short, we have a lot of repeat clients.

Some respondents had taken 3 or more SVVCI® courses.

The workshops they took and numbers of respondents who took them are listed below:

Productive Relationships© 20
Women's Leadership Retreat© 8
Managing Corporate Change© 7
Advanced Women Moving Forward ® 6
Women Moving Forward ® Follow-Ups and One Days 2
Training for Trainers© 5
Dual Career Marriage© 3
Leadership in an Empowered Organization© 2
One on one consultation and coaching 1
Women Stress and Burnout© 1
In House Team Trainings 1
Achieving Commitment© 2
Mountain Leadership Retreat© 1

Question # 3: When you took Women Moving Forward® what was the issue you needed to resolve?

The answers to this question were varied but we were able to group them into three groups;

Personal Professional Both Personal & Professional

Results:

51% of issues to resolve were Personal

21% of issues to resolve were Professional

28% of issues to resolve were both Personal and Professional

The actual issues are listed below:

COMMENTS OF RESPONDENTS:

- My husband didn't want me to travel for business purposes and he was afraid of a vertical career that could make him be "second" in my priorities ranking. I was afraid of losing my marriage for a flirt of another woman and my husband that both work in the company.
- I needed to focus on myself, to cover my priorities of to others, such as family, friends, company. I needed also to take over my fears, my previous traumatic experiences with men who made me be too strong and demanding with myself.
- Dealing with emotions I had a lot of anger cumulated through years, and this was making people to reject me, not looking at me as a source of consultant, I was always complaining or being ironical. Particularly this was affecting me a lot at work, preventing me for being considered as a real candidate for promotion (which I was working so hard to get and really pissed off of not getting it). I cannot say I've solved my issue completely, but I'm now really conscious of when I'm being sarcastic and how that affect other's attitude towards me, I'm much more happy now, I've looked for other interests besides getting promoted (I've realized that despite I still want it, it is just one small portion of what is going to make me really happy)
- Boss / marriage
- How to face/deal with my husband's disease

- Family / parent issues
- Professional and personal issues, deciding to leave my company and leaving a 14 yr. relationship
- Issues with my mother from childhood
- Feelings of guilt. Responsibility, let go of remaining issuers: my daughter, and father issues identified once there
- Be okay with where I am (developmentally in my company)
- What were the invisible barriers keeping me from my goals
- Investments
- Understanding why I avoid conflict and felt I was not worth taking time from upper management
- Death of child
- What did I want to be when I grow up?
- Being in very one sided relationships
- Balance work and family
- Our plant was shutting down and I needed to decide what to do next
- Resolving issues with my Mom
- Emotional blockage to the past (to my past)
- Stop holding on to rejection
- No one issue in particular, more of growth in thinking about my career opportunities
- Self-doubt, not living up to “everyone’s” expectations
- Something career related, I thought going into the course. I think I focused more on understanding organizational dynamics
- Self-confidence
- Personal health choices, emotional allowances
- I didn’t really know – but I knew my career was advancing and I had 3 kids and a husband
- Career goals and life purpose
- Scared to get married or even date, though I wanted a husband. Chronic dumbing down to counteract intimidation of male co-workers. Compulsive desire to achieve.

- Why the hell was I in corporate America in the first place. Now, I didn't know that was the issue until the evening of Day 2 – but it was the issue.
- My issue was that I could not deal with people that use their feelings/emotions to manipulate me on what they wanted to obtain. That was causing a lot of guilty feelings and bad decisions on my side since it was difficult for me to set the borders.
- Work and life balance and gained better understanding of organizational power models and how I used my own power.
- I needed to set balanced life goals
- Achieve success at work while balancing life out of work and being true to own values at work.
- Continue to understand the impact of my childhood/family alcoholic structure has had on me, continue to define who I am, be less afraid of conflict and pissing people off. Standing up for myself; Build a life to achieve a healthy relationship.
- Challenge with current boss
- Personal and professional growth
- Sexual abuse as a child

Question # 4: Did You Resolve That Issue?

Results:

95% of respondents had resolved the issue.

5% of respondents had not resolved the issue.

Clearly an overwhelming percentage of respondents report resolving the problem they brought to Women Moving Forward® and it did not matter if it was a personal issue or professional issue or both a personal and professional issue. Some of the women responding are not from the U.S. The results show not only do the majority of women (95%) resolve their issue, women from other countries and cultures resolve their issues as well.

Women Moving Forward® appears to be cross-cultural in it's application.

Question # 5: Did Women Moving Forward® help you resolve other issues that were in the way of your career?

Results:

90% of respondents said yes it helped resolve other career issues.

10% of respondents said no it did not help resolve other career issues.

Again, a clear majority of women who responded were able resolve the issues they came to the course to resolve and a majority of women also resolved other career issues.

Many women reported the “real issues” came out in the workshop itself and the ones they thought were the issues when they came to the course were not the **underlying** issues.

This is one of the benefits of Women Moving Forward® in three days women can get to the underlying problems and begin to work through them even if they are from another culture.

COMMENTS OF RESPONDENTS:

- I understood my personal goals and the tradeoffs I need to take as I develop myself as a professional woman. I also learned how to set boundaries in the different aspects of my life; work, family, health. I learned to use the support network when I need it and the opportunity to have my buddies near me in the tough times help me so much.
- By helping me to understand what I want better to myself, also helped me to put priorities in my career to fit better with my personal expectations, to communicate to my manager and move forward on that direction.
- Realize about what has refraining my potential and working on that. Be patient to solve the small issues that still are on my way. Stop comparing against other and try just to be superior of what I was yesterday. Be honestly happy for other people achievement at work.
- 1) Better ways to communicate in male type organizations,
2) Guilt management trying to find a “good” balance career/family.
- Need to fix myself before fixing others
- Before WMF I never celebrate my achievements and only looked for

something else. After WMF I reward myself and take my time to celebrate. Also, it helped me to see life is not only “business” and now I feel I do my work more relaxed without meaning being lazy.

- Being more available on an emotional level to direct reports and peers.
- WMF came at a good time in my life, it helped me realize I was on the right path and moving in a good direction. Other workshops support groups and therapy helped, too.
- I was very angry and did not view situations in a balanced way
- Father issues – attitudes toward men, acceptance of certain behaviors that no longer serve me
- Perspective; reduced stress; better relationship management
- I just have a job now.....not really a career
- By understanding issues from my past I better understood why I acted and reacted at work better.
- It helped me realize that I didn't have to dedicate all of my time to my child, it was okay to focus on my business as well
- Didn't immediately resolve but gave me tools to eventually get out of an unhealthy boss/job.
- Don't believe there were issues keeping me from “advancing”. I think WMF helped me be more comfortable w/choices not to advance.
- Issues on how to impact hierarchy
- I didn't feel like there were issues with my career
- Trusting me; finding my purpose, what I really want to do with my life
- I feel I stand up for myself much better and communicate feedback positive and negative with my co-workers better when necessary
- Building confidence, standing up for myself
- Gained great network of women
- I felt more confident after the course
- Learned to support other women, develop strong network
- Getting clearer on expectations of self (defining my own success), others and what is expected of me (that I am willing to sign up for).
- Assertiveness and use of manipulative behavior
- I overcame the tendency to give the expected answer in career discussions.

- Being externally referenced, approval seeking
- Made me aware of the things I could influence and I should action to change vs. the ones that are out of my control and that cause worries and guilt but would not depend on me. I tried to handle and committed many things at same time that I the end I was dying to deliver. Now I focus on what will really make the difference and try to put my energy there and where not, I look for help on people that can either the power to influence that or have dealt with similar experiences to coach me on how to deal with that. On the other hand, it helped me to be aware that I'm a gifted person and helped me on how to approach and deal with myself and interact with other people, using this to serve others to clarify and reach their own dreams.
- Learn how to delegate better and become less of a perfectionist, learned how to support other women better.
- I needed to clearly state what I wanted in my career and move ahead with actions to achieve my goals.
- Better understanding of my own part in managing dynamics, better career selections and managing boss/politics.
- I finally was able to stand up for what I wanted and not what everyone else wanted. I was able to break free of the fear of disappointing people.
- It helped me to stop “down playing” my abilities, skills and knowledge in my profession because I am a black female.
- I sent many men and women to these courses to enable them to own working relationship
- I was able to ask for the assignment I wanted and believe I deserved it.

Question # 6: Did Women Moving Forward help you resolve other issues that were in the way of your personal life?

Results:

82% of respondents said it did help them resolve other personal issues.
13% of respondents said it did not help them resolve other personal issues.
5% of respondents did not answer the question.

Although not as many women felt other personal issues got resolved as those who felt other professional issues were resolved still a significant number of respondents resolved other personal issues in the course.

COMMENTS OF RESPONDENTS:

- I learned to value myself as a woman and wife. I was so unconfident of my marriage that I learned in the workshop and reviewing my notes after the course, to think objectively on the real threats and identify them to eliminate them with courage.
- I stopped feeling fear and/or seeing “ghosts” anywhere. That is, I stopped to close myself to new relationships for fear to be hurt again. After the course, I looked inside of me and allowed myself to enjoy life with more freedom. Now, I have already a 6 months relationship with a man who was beyond my expectations!
- Improve the way I communicate, I’ve been able to say what is bothering me, without getting mad or offensive to others, I can be calmed. And the most important, knowing there is people with similar issues, I’m not alone and I can ask for help. I can say with full honesty, this workshop open my mind but also my heart. I have several new true friends and good people to talk about different matters
- Improve the way I communicate, I’ve been able to say what is bothering me, without getting mad or offensive to others, I can be calmed. And the most important, knowing there is people with similar issues, I’m not alone and I can ask for help. I can say with full honesty, this workshop open my mind but also my heart. I have several new true friends and good people to talk about different matters.
- Better ways to manage teenagers, better ways to understand and communicate with my husband.

- Helped me understand how men think more
- Giving me the tools to begin to set limits and be more direct / honest in communication and needs.
- Personal and professional were both intertwined
- Profound. I came away with a deeper sense of and commitment to myself. Excellent – continuing to work on this.
- Reduced stress and acceptance of the company way – went forward with outside activities and I am now president of a major national association. The company pays for all my travel and time and it has been great.
- The barriers also held me back in personal relationships
- By understanding issues from my past I better understood why I acted and reacted at work better.
- Issues w/my sister who chose to remain in contact with my ex-friends who abandoned me during crisis.
- Relationship issues
- Helped me develop the awareness (so I could beware) of my pattern of giving / doing / helping / rescuing and of what may lie behind the pattern.
- Relationship with husband and kids
- I was in a relationship and I was trying to figure out if it was moving to marriage.
- I won't say what WMF didn't help. This was one of several courses I've taken. For me, the solution was around increasing my self awareness of who I am, who I want to be and how I show up for others.
- Same things in the way of both
- Made me aware of some patterns I had in my life
- Women Moving Forward was one of my first courses that really dealt with something other than being Black. In the course I got the gift of acknowledging myself as women and seeing the possibility and the power available to me when I fully engaged all of the aspects of myself.
- Self confidence issue is professional and personal
- Health choices – after the course I realized I needed support from trusted health professionals.
 - 1) Chiropractor who helped me change my lifestyle (lost 32 lbs. also)
 - 2) Diabetes practitioner (I have type 1 diabetes), I take ½ the insulin I use to

1 yr. ago before the class

I got the help and now I am much healthier.

- Advanced Women Moving Forward helped resolve issues w/personal life.
- Assertiveness and use of manipulative behavior
- I also resolved issues from the result of a abortion and poor family relationships/dysfunctions
- Being externally referenced, approval seeking
- On setting boundaries, it helped with my family to save more time for me.
Also, I shared some tips with my husband and we understood together some reactions to family events, why we have the friends we have and how to better communicate and complement each other on certain things.
- Helped me understand the integration of the many aspects of my life.
- I worked out my thoughts on having a child and my relationships.
- Better understanding of unhealthy relationship I was in, ability to get out of situation – define what I wanted in a healthy relationship.
- I've been able to significantly improve the relationships with my family and with men. I've learned to let go, be more expressive of my feelings and who I am and it's led to some very positive growth in relationships old and new.
- Awareness to over committing
- Was teaching my daughter to be angry at men/boys. That behavior stopped. Was also able to be more present with my husband.

Question # 7: Did You Benefit From Taking Women Moving Forward®?

Results:

100% of respondents felt they benefited regardless of the issue they had to resolve.

In our business it is rare that any group of participants would all agree that a course or workshop was beneficial. That means that all of the women responding whether from the U.S. or not – no matter what level they are at, felt WMF® benefited them.

COMMENTS OF RESPONDENTS:

- Understand myself and what role I play in situation
I realized that I did want to marry that man and we've been married almost 16 years.
- It was part of my journey
- I'm a stronger leader, more sure of myself and what I can do; how to lead out of who I am not what others expect me to be; my personal relationships are stronger and supportive.
- It gave me a deeper sense of myself and helped me deal with issues better.
- Open up my perspective as a career female in a heavy male dominated senior leadership industry – that I can and should have a place with the sacred cows.
- Absolutely
- Learned supporting other women led to creation of women's leadership affinity groups within company
- Of course. I realized my role in my own barriers to being happy, healthy and successful. I have gotten great results from acting on those realizations. I think WMF® as the one key thing that took me from thought to action. For 6+ years I slowly gained weight and got out of balance w/work. During that time I thought hard about losing weight/becoming healthier, but I never did anything that stuck. The course helped me get through some of my mental hang-ups. Even though at time I didn't want to hear something that I was being confronted with, it was good to hear it and deal with it. And

honestly, dealing with it was not as hard as I thought it would be. Also, I think preparing to attend the class was highly effective. The survey, pre-source call and pre-work are helpful to get you in the right frame of mind to benefit from the course.

- Reinforced a number of core values opened my eyes to the issues of others (more compassionate).
- Helped me clarify my purpose and therefore gain confidence in my instincts.
- It was the start of a major, positive self-improvement process that has given me much satisfaction, has helped me live my purpose and truly help others.
- It took 7 years to get the nerve to quit, but I did. I'm now self employed and living a healthy and balanced life.
- I do think this made me start viewing life in a simpler way to just live it, enjoy it and take the maximum benefit of our skills, learnings. Sometimes we put so much crap in our heads that does not let us see where we are going and why.
- I had a better understanding of myself in various environments
- The greatest joy in my life has been possible due to choices I made during the course.
- Turning point in career – decided to go to Grad School, end bad relationship, go into therapy – focus on self learning, becoming more healthy, more focused on what I wanted.
The course helped me to ask in my job when I deserve the credits, salary increases with out the fear or shame of making the questions to my boss.
- Absolutely, I am more confident, open mind, I know better how to set boundaries, and importantly, I know me much better. I talked to me “deeply” at first time.
- I could say here is a well improved me. I'm not 100% different of who I was, but definitely a better person...a lot less judgmental, happier with my life, better sexual life, I've changed even the way I look (make-up, garments color, hair). I'm conscious there are still a lot of things I have to work on, the journey has just started.
- I released repressed feelings; also I have additional support from friends and company; I have more tools available to manage my life and career.
- Forced me to take time out and do a personal deep dive.

- The timing was particularly auspicious. I needed the insight and reflection and mostly the feedback.
- Through years of counseling on other issues, came away with better sense of who I could be when done. That as always an unknown. Susan is an example of that inspiration.
- Personal association work for non-profit has really helped me get the satisfaction I needed/wanted.
- A huge weight was lifted off my shoulders
- From an emotional and expression standpoint it is unmatched in the invisible work environment
- I have made a lot of major changes in how I approach work and personal life
- I learned so much from the other women here. I remain friends with several.
- Focusing on myself for 3 days was exactly what I needed.
Awareness helps me to consciously question why I'm doing X or Y. I credit the course and awareness to helping me not marry a couple of times.
- Absolutely. Every class I've taken continues to give me new insights; Women Moving forward came at the right time to really step up my self-development.
- Made me aware of what I was doing in my career.
Reality check on corporate America and re-establishment of a mutually beneficial relationship.
- I went into therapy and began to deal with my abuse.

Question # 8: Did Your Company Benefit From You Taking Women Moving Forward®?

Results:

92% felt their company benefited.

5% felt their company did not benefit.

3% did not answer the question or felt it was not applicable.

The women who responded felt their companies got a much better employee back.

Even the women who resolved personal issues felt their companies benefited by getting back an employee less run by her personal issues and more able to make good business decisions.

COMMENTS OF RESPONDENTS:

- I am not sure if they benefit from the course. As I am making more questions of my promotion in the next assignment, for example, I have been interviewed by Human Resources, Director of the Department and my direct bosses to be questioned about my business results and been criticized of bad attitude and of having my energy focused on been promoted instead of identifying business opportunities and work to deliver results. I believe that the company is not ready yet to handle without feeling threatened of a woman asking for what she deserve.
- I guess company benefited also by me taking these courses, as I explained in the question 5. Additionally, all women who have took this course have formed a strong networking to help other women within the company by working on areas “missed” by the company, and important for their personal life and career.
- Some people in upper managerial positions and even partners are telling me that there is something that changed in me, I’m laughing a lot, people are approaching me to ask for guidance, I’m enjoying my work and receiving compliments on the day to day basis about my work
- Better communication skills
- I’m happier now, more focused
- I collaborate much more after the course, especially with women network.

- Being more available on an emotional level to direct reports and peers. Giving me the tools to begin to set limits and be more direct/honest in communication and needs.
- If I was making decision that were right for me, it had to be good for my company, my family, my friends, etc.
- More complete employee
- I am more me than I have been. I am more forward and can better identify the invisible walls that I have struggled with the last several years.
- I don't believe they supported me after a key mentor left the company, their loss.
- A company always benefits from a new, improved employee
- I think so...the men were really concerned
- I feel as though they gained a more confident/productive employee, one that is willing to step forward, face conflict or move issues ahead.
- I felt more confident about growing my business.
- Had more confidence
- Better focus on work, better understanding of what/where I wanted to do.
- More effective in the workplace
- I stayed with my company and transferred to another location
- I think I've benefited so I answer yes. I'm not sure what my company would say.
- See above on leadership; we opened the door for people, especially women in the company to achieving that potential. (yes there is a lot of 'I' in the 'we')
- I think I am a bolder person.
- Now a senior leader – changed divisions - feel paved way for other female leaders in company.
- I think it was a catalyst in a breakthrough I had in my self-confidence and personal effectiveness.
- Allowed me to assume responsibility for my own career
- I believe so. I am a much healthier person and have actually been a catalyst to others becoming more healthy.
- Focused and directed actions – better business results.

- I have been a more productive employee as evidenced by improved performance reviews and promotions.
- I went on to receive promotions, increase my contributions and mentor many, many other women and men.
- I became more effective while I was there, then I left.
- I think so, I am more confident on my decisions and on how I deal with people which has made me much more focused on the long term path where we need to go. It also helped me to build better relationships with my managers, peers and direct reports and to understand better where are they coming from, especially on these last ones.
- I am much more cognizant of the support levels I can provide to other colleagues.
- I have been able to contribute in a much more impactful way
- More focused at work, more clear about what wanted to do, made clearer requests.
- The more I understood and developed I was able to manage my energy so not to be exhausted and provide greater impact and creativity to the org. I was also able to be more open and try new approaches with mgmt. which helped me stay sane during the tough times and lead to better communication. Found it easier to ask for help and develop a support network to manage/navigate the company issues, which helped me to stay motivated and deliver for the company during a very crazy time.
- Was terminated upon return of class
- Expanded my leadership skills and overall capability
- My behavior evened out and I wasn't so afraid and angry. It made me a better employee and manager.

Question # 9: Do you feel the quality of your personal life is better since taking Women Moving Forward®?

Results:

90% of respondents said yes their personal life is better.

10% of respondents said their personal life was not better.

An overwhelming percentage felt their personal life got better.

COMMENTS OF RESPONDENTS:

- Make many more requests with time I want the request done
- I continue to become more comfortable with and confident in myself
- My life outside the office has been stable and fulfilling
I take full responsibility for my relationships and the world around me; my relationships are positive, supportive and stronger than ever.
- I try to really deal with things, resolve and move ahead
- Only because it has been so long since I took WMF®, moved up in my career, balancing more today personally and professionally than ever.
- Deeper understanding of how my personal professional life interact with each other.
- Absolutely. I feel great, look great and am less dependent on medications
- I am more focused in my actions in order to more consistently achieve my purpose in life.
- I wouldn't have the husband that I have, a lasting marriage, or my children if I was not influenced by Susan.
- I got therapy – get healthy
- I used to have my personal life as a priority. Even when the course did not change the quality of life, I try to remember the learnings when the work life balance struggles. It's about choices and being clear on where are you going.
- I appreciate the continued experience I get from the Mount Leadership Retreat, I would highly recommend the post class auditing for tune ups.

- My daughter
- Positive growth in relationships – met and married my husband within 1-2 years of WMF®. Happily married 14 years.
- I feel more confident, with less fear and guilt. My conversations are more direct and oriented to solve the issues without getting ill (I suffer from allergies when I get nervous or with external pressures)
- My life improved definitely as explained in the answers to question 6
- I improve my communication skills, so the relation with my husband not only about feelings but also sexual has improved; however I have to say it was difficult at the beginning, you want to make changes but you are not sure if they are the right ones, or if you look false or rude because you were never so direct to ask/tell about the things you like or dislike. I don't mean being rude rather to stay in your position, like being consistent all the time.
- I feel a little bit less stressed, but probably the quality of my life is as good as was before.
- Having more fun now
- Even though I had a very tough situation at home last year, I was able to deal with as never before and it took very short time to fix it
- Giving me the tools to begin to set limits and be more direct/honest in communication and needs,
- Again, Women Moving Forward® was one of many, many things that made a difference
I am much more clear, direct and focused about who I am, an appreciation for that (+ and -) and it gave me the clarity to stand up for what's important.
- Better relationships, focus on positive.
- I am more aware of why I am or was doing things. I no longer feel I have to accept something, but that I deserve to strive for what I want.
- I no longer let things bother me with regard to my sister – I confront her if I have an issue
- Able to move past old hurt
- With increased awareness comes more truth. My pace is pretty turtle-ish, but at least it lurches in the right direction
- Absolutely! I have the best balance now; more than I even thought was possible, my goals continue to be achieved and I am in a new relationship

that allows me to be perfectly comfortable being me and enjoying life as it comes. I now feel I have the skills to have a healthy relationship.

- Currently employed in a company where I am valued.
- More practical and responsible.
- I am an overall better/healthier person, wife, mother, etc. I am able to see when my response is disproportionate with the situation and make corrections.

Question # 10: Do you feel the quality of your professional life is better since taking Women Moving Forward®?

Results:

90% said yes their professional life is better.

10% said their professional life was not better.

Again, an overwhelming majority said their professional life got better after WMF®.

COMMENTS OF RESPONDENTS:

- I feel that my professional life is more tense as I feel that my performance is in the bull eye to catch a mistake for what been punished.
- The quality of my professional life improved definitely as explained in the answer to question
- I finally decided to change assignment, and move to a more fashionable work after being 13 years doing the same and feeling comfortable and recognized (outside my group) for my mastery and deep knowledge of how to solve day-to-day issues.
- Due to better communications skills and more awareness that my company have related to the working women needs and feelings.
- I am seeing people in both my business and personal life reacting differently to me. The network I've develop.
- Peace
- Did not realize I met my glass ceiling, have achieved in other areas that have been beneficial
- It's good to have a realistic attitude toward the corporate world.
Not sure. I do not think I am any closer to getting promoted than before, however, maybe I am more content with that being OK
- I'm more confident
- I felt compelled to do the right thing – not just what my boss wanted,
- That awareness helps me maintain a perspective about what's really important. I still work too many hours and wish to be smarter, more

- incisive, more efficient, but WMF® helped (helps) me see what else is out there.
- Clear in what I wanted from the company
 - It was when I was working
 - I don't know if I can really answer this. There are so many external factors impacting professional life which I have little control over..
 - I'm in charge of my future now; I don't leave it to the company to take care of me.
 - I deal with people better
 - Contributing with a much higher impact o organization
 - It was, but now new issues are arising not related to anything from WMF®,
 - I learned to better communicate and understand organizational power.
 - It helped me see that my company (although good) is not perfect and not as concerned about my well-being as they are the bottom line. I have to be concerned about my well being.
 - More focused and directed – more honest yet compassionate.
 - I have a better understanding of what other women are going through in their personal and professional lives and I'm therefore a more effective employee, more willing mentee and better mentor to other women
 - I finally had the courage to start my own company (my life's dream) in 2001/02.
 - I do work that I love and I work from home in my yoga pants.
 - Again, focusing in the right place helps on delivering faster and being happier with job. Also, when things are not working as expected, makes me question if this is what I want to do and to action in favor of changes that could improve the business or organization situations. It made me aware of how a big influence I can be to make some of the changes we want (still sometimes I forget but working on it).
 - I feel I am more capable and supported. I know I can always call on John or Susan for advice.
 - I have a much better perspective on situations and people
 - After Grad school, worked for large company, 5 years, then launched own business.

- I don't look for accolades from others I truly know when I am helping my clients by how they act not what they say. I can pick/chose what I work on and where I focus my energy and time and know I get a lot of satisfaction just making an impact and get really charged when I'm on purpose.
- More mature and realistic view of change mgmt and high performance.
- My behavior evened out and I wasn't so afraid and angry. It made me a better employee and manager.

Question # 11: Before you took Women Moving Forward® were you thinking about or planning to leave your company?

Results:

23% of respondents were thinking about or planning to leave their companies. 77% were not thinking about or planning to leave their companies.

Of the 23% of women, who before Women Moving Forward® were thinking of leaving their company, 100% are still with their companies.

Of the women who never thought about leaving their companies (77%) 54% are still with their same companies. Most of the women who left were downsized or offered packages and did not leave of their own accord. The ones who did leave voluntarily left to start their own companies and others left because bosses & mentors were changed and they did not want to start over.

It appears Women Moving Forward® can be a good retention tool for companies that have Women they (the companies) are at risk of losing.

Question # 12: Are you still with the company you were with when you took Women Moving Forward®?

Results:

59% of respondents are with the same company.
41% of respondents are not with the same company.

This was a shocking result to us. We thought more women would choose to leave their companies, especially after 15+ years, but clearly the majority of women stay in the same company if they can.

COMMENTS OF RESPONDENTS:

- Terminated – unclear reason
- Started our own company
- I decided to start my own company and do/live what/where I wanted to.

- Able to influence it without as much frustration
- I went through a second plant shut down and didn't want to transfer
- I'm nearing retirement; have good benefits and don't want to start over. It would have to become unbearable for me to leave.
- Took a package the next time they offered one.
- I love my company and am very loyal to the company
- People, culture, values and opptys.
- I felt that the company I was with was stable and that I had great career prospects. I left because what I felt was missing was the ability to express my talents fully. At the time (post 9/11) I felt that life was too precious to wait what I thought would be 10+ years to get to where I wanted to be in my career and life.
- Promotional opportunities, recognized as high performer.
- Opportunity to explore other options presented itself.
- I have a better context to view what the company can do for me and what I can do for the company; my expectations of the relationship between employee and company be more realistic; I'm willing to take charge of my own career
- I left to start my own company\ -YES; I like my job so far as I can make a difference here.
- More of me loves it than hates it
- Susan enabled me to realize the circumstances I was looking at and the choices available to me.
- I left for grad school, changes industry and focus
- Even though life within the company is not "perfect" as my expectations, I learned to deal with what is really important to me inside of it. I learned to prioritize and focus on the "good" areas and handle to others not as good for me.
- I've realized there were things that I needed to improve to be considered a real candidate for promotion that were not at all related to my ability to perform my task or getting more responsibility. It was my attitude and the image I reflected at work. But also much more important, my life/happiness does not have to be directly related with a promotion at work, there are many other things in my life that I could change/improve to

- feel comfortable with the way I am.
- I like my work
 - I made a transfer within the company.
 - It currently meets my needs.
 - I was ready for a change that my company could not accommodate (the classic “not a good fit”). I was clearly “regretted attrition” from the company’s viewpoint.
 - I like the people and the work. Not mobile as far as location is concerned. Husband has own business, my state’s economy.
 - I like the company and my position
 - Did not want to start over
 - Lay off
 - My job at My Company was a contract position; I left to obtain a permanent position.
 - Years of service – time till retirement – making other changes so this is not the right time in my life to consider the change of a company.
 - Found a boss and position that better matched my interests.
 - Great people, interesting work, pay and benefits, great location.

Question # 13: Have you been promoted since taking Women Moving Forward®?

Results:

54% of respondents have been promoted since taking Women Moving Forward®

46% of respondents have not been promoted since taking Women Moving Forward®

Of the 54% of respondents who have been promoted they were promoted a total of 40 levels. That averages out to 2 levels per woman promoted.

When we remove women who own their own businesses from the statistics 64% of the respondents that do not own their own businesses have been promoted.

It appears not only do women resolve their personal and professional issues in the workshop a majority of the respondents also get promoted an average of 2 levels.

When we compare the data of graduates of Women Moving Forward® who were promoted and graduates of Women Moving Forward® who took one or more additional SVVCI® courses we find : 78% of women who took Women Moving Forward® and another SVVCI® course were promoted.

It appears when women combine Women Moving Forward® and another one of our courses like, Productive Relationships© or Managing Change©, they are more likely to be promoted.

COMMENT OF RESPONDENTS:

- No – I figure they think I'm too old

Question # 14: What needs do you see Women in your company have that are currently unmet?

COMMENTS OF RESPONDENTS:

- Managing up and staying sane (pos self esteem balance energy \$ burn out)
- Low # of women in company
- Women take 50% responsibility for improving society, companies and family
- Compatible/committed
- seems that women aren't able to "find a husband" unsure issues!
- ability to set work boundaries early in their career without feeling like they are giving up future advancement options.
- Our culture expects extra effort or hours beyond the normal work day to be viewed as an up & comer. This can be challenging to women with young families who don't have the extra time or flexibility.
Women are the leaders in my local office, all seem strong and competent and supportive of other women – seems to be working though I'm in the field so not sure in the office.
- None, women have every opportunity to succeed at my company
- To be held to same standards as the men without different assumptions, behaviors or meters. Offered the same assignments, recognition and new optys as men without regard to functional responsibility based on leadership talents.
- Support system in general
- Understanding the power of culture, work life balance, developing skills to play in a predominantly male environment, effective communication
- Communication skills, work life balance, understanding how strong performance/ accomplishments lead to career progression.
- Women are not generally seen as technology experts. Pipeline for top technologists is poor (non-existent) in women.
- Mentor/mentee relationships; women supporting other women

- Focus from time to time on life priorities calibration, life purpose, deal with frustration feelings about not having career advancement as fast as they consider how smart they are (frustration about being smarter than bosses, peers), how to make a change in the country situation, how to strengthen the support system.
- Stress management, collaborative behaviors for women
- Women could support each other more and create an environment to enable greater success – especially for women of color.
- Self-employed, in general women need strategies to achieve success and balance in work life.
- The women in my company are perceived as aggressive when ask for what they deserve. At this moment they are not asking if they are going to be promoted, or if they need to focus to develop a skill to be promoted.
- Some of them is being recognized at the same level as men, taking into account women have to deal with family, house, children and others duties expected by the society. Some times seems that women have to demonstrated even more their skills to be recognized as same as men.
- We are not taking the seriously, we are seen (despite not openly accepted) as trouble-maker and conflictive, too passionate to be in managerial positions
- None
- Lower level women in non mgmt don't get the big picture or unwritten rules.
- I think some of them are still too emotional and that could cause a problem when you get to upper levels of the organization.
- A network of support. Women are still women's harshest critics.
- How to play with the boys.... We are still a boy's club. Getting better but...
- Honest, open relationships. Doing something about them by expanding a WMF® lunch group. Mentoring and coaching may follow. Expanded diversity awareness.
- Many young women still believe the system is "fair" and they don't need mentor or sponsors – How wrong they are. But they usually don't acknowledge the need and will have to learn the hard way unfortunately.
- Good management skills

- Not sure at this time
- One of the biggest issues is the lack of support for mothers. They are punished for having responsibilities outside of the workplace.
- Working constructively with one another, respecting each other's differences, stronger leadership at the top.
- Childcare, 24/7 or 24/5 onsite care would be so great. Operations roles need to somehow mesh with a life outside of work, be it a "blood" family or dogs, or school, or....

Question # 15: What needs do you see Men in your company have that are currently unmet?

COMMENTS OF RESPONDENTS:

- This could be for men/women. I've seen a lot of dysfunctional behavior by senior leaders that destroys peoples self confidence, creativity, I think you could provide a ton of support in how to navigate if you could find a way to package it as a win to both the employee and employer.
- Women take 50% responsibility for improving society, companies and family
- Equal opportunities to take care of their families as women have.
- I do not have much data or strong reference to talk on this one.
- They are not allowed to show their feelings/caring for others, they will be considered weak and not good for business.
- None
- Men need awareness training or more men's networks in Mgt.
- A validation of their right too be men, not just women with penises.
- How to truly be open to others of different cultural, ethnic and sexual orientation
- Honest, open relationships. Doing something about them by expanding a WMF lunch group. Mentoring and coaching may follow. Expanded diversity awareness.
- Many white males are passed over for men of color or more diversity. US men do not have worldwide opportunity – but other men can come here to take their spots and promotions.
- Good management skills
- Not sure at this time
- Compassion, stronger leadership at the top
- Childcare, 24/7 or 24/5 onsite care would be so great. I don't know, but there are a lot of divorces. Maybe those productive relationships, work/life integration.
- Still really struggle with how to relate to women (emotional / intuitive value they bring to the workplace)
- I'm not sure I'm qualified to say.

- Given that women run the office they could need a little “I’m okay, you’re okay” support.
- None, men have every opportunity to succeed at my company
- Ability to disagree without feeling it could be career suicide.
Understanding the power of culture, creating a supportive environment, conflict resolution
- Valuing diversity, work/life balance
- Their roles need to change in society due to women’s roles changing. Not sure they understand this.
- None
- Understanding and appreciation for the general differences in women’s approach; understanding of women’s ability to achieve results in a different way than men; the need for more women in top leadership roles, representative of the demographics of our customer base.
- Life Purpose, life vs. career goals, how to deal with smart women
- Stress Management, collaborative behaviors for men (ones that aren’t scary), managing conflict (or how not to cause conflict that they then have to manage), decision making (that last more than a day).
- They don’t get the best talent due to limiting their view of what is possible.

Question # 16: Can you suggest any new programs or courses Susan Van Vleet Consultants, Inc.® could provide for you/or your company?

COMMENTS OF RESPONDENTS:

- I've also seen a need for relationship building for teams or pairs. There are programs out there "Power Pairs" "Power Teams" but you might be able to take your Prod. Rel. course and adapt it to Pairs like (R&D / Mkt Counterparts)(employee/boss) etc. I think your approach would be more valuable & impactful.
- I would be interested in learning more about generational issues and how it plays out in the work place
- I think gender diversity is still a challenge mostly because people think it has been "fixed" so no one pays attention to it. Revise and bring back org man meets org woman or something like that.
- Maybe a course for admin assistants to develop confidence, moral, energy --
- As sometimes there is a fine line between them and mgrs.
- You've reached your career pinnacle, but are not challenged anymore – what's next? Executive Moving Forward or Back? Breakthrough the new glass ceilings – Women are noticeable absent from Board positions – why? How to conquer
- Generation X vs. Generation Y "managing across the great divide". I would like to see something presented like a curriculum for high potential talent, 2-3 courses in a series that would be connected together, but take place over 6-12 months.
- Helping teens help themselves; Helping employees help themselves.
- Leadership classes to help lead situationally – that would also help in parenting since so often employees with very low social skills need to be coached using PET skills/principles.
- Something development oriented for the self employed
- Productive Relationships (for the company), the new course on gifted people
- How to make Decisions Stick – Gaining Organizational Alignment
- Phone courses to "refresh" WMF concepts, goals. Perhaps "special interest

- groups/areas” industry locations
- Dual Career Management, Women Leadership Retreat
 - I think all courses are helpful for everybody. Any chosen will depend on personal need
 - I think this workshop should be provided to all working women managing a heavy personal life in parallel to the career/professional aspirations. Sadly, the training are expensive and the Company is thinking in stop these type of training for a while due to the “enough” critical mass of women that took the course by this moment. As a consequence a lot of women won’t benefit of this experience/training. This type of training are not seeing as business needs; are more seeing as a helper to find a “good” professional/personal balance during career development.
 - Men/women on teams working together effectively regardless of levels.
 - Not really
 - A lot of great buzz about the gifted EE course. Suggest a mini-refresher for grade that’s cost effective for companies.
 - We’re not communicating in person anymore – all email/same time (IM’s) – need to develop human relationships of getting to know one another, it is quite sad.
 - How to work with people who have personality disorders....am currently working with a sick abusive bully office manager....big on the abuse....it is a horrid work environment
 - Not at this time
 - I’d love to see a series of video tapes or DVDs, similar to your tapes that would be stand alone, but fit into a broader context (business benefits of diversity, productive relationships, whatever)

Question # 17: Any other comments you would like to make?

COMMENTS OF RESPONDENTS:

- I am an advocate of this great work. Thank You!
- Thank you Susan for creating this course – she enabled me to break out of my cycles so that I am better and so are the lives of my family.
- I was not prepared to come back into the company with all my new knowledge and been rejected by my new attitude. I wasn't prepared to deal with the culture of my company and the more open approach I gain during the course.
- I am really thankful for taking this course.=, Women Moving Forward, and for the company to think about worker women to take it at 1st time. This has been one of my best personal experiences since it made me grow as a person, and not I feel to have more tools to REALLY move forward in my personal and professional life.
- No
- Great course I loved it, I'll be back sometime
- Thanks Susan and Happy 60th
- Maybe it would be good to do a yearly follow-up (maybe like this survey) to see how things are going with course graduates – maybe do it on line and follow-up for 5-7 years on a volunteer basis – see what issues are coming up and see how people are doing. I am glad I took WMF® and it came at a good time in my life. I appreciate the work done by SVV.
- Talked about the value of the course with my husband the other night. We also discussed the changes our parents experienced in their lives and how they had to adapt. They did the best they could.
- Susan is an amazing woman. I'm a better person for having attended WMF®
- You can only effect those willing to work – cannot 'save them all so keep plugging along with those you feel will listen, learn and make a difference.'
- As always, thanks for everything
- Management supports her abuse
- Susan has been an incredible support for me as well as women everywhere.
- You all do such encouraging, wonderful, meaningful work, Thanks!

- I haven't looked at my WMF books in a very long time. I only remember two sets of conversation from the course and I feel as though I have lost track of some of the overall ideas now that I'm not around other WMF graduates.
- I was not fully prepared for what to expect from Women Moving Forward. Perhaps more info on what it's about and how to prepare before coming.
- It saddens me when people do not have the courage to take courses to better themselves and change their lives – I know so many at my company who just well not do it! Afraid to open up.
- Have the Van Vleets – really helped me get clear on my current career.
- Thanks for all that you do and who you are from Women on the planet and in corporate America.
- Thanks for all of your help and support!
- Thank you, Sue and John for all you have done to help us see our way to better lives!
- Thank you for your commitment to people.
- Thank you? There is a special place in heaven for you both!
- Just want to acknowledge and thank you all for making my life and lives of women around me better. You have helped many people to change perspective on their lives and learnings have grabbed them back on track on what's really important.
- I love you two!!!
- WMF made a huge impact on my life – it was a life changing event and I credit it for many positive results in my life!!

For additional copies of this survey and for more information on the Women Moving Forward® course contact us.

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2008 Women Moving Forward Schedule

January 15-17, 2008 Lone Tree, CO

April 8-10, 2008 Lone Tree, CO

October 15-17, 2008 Lone Tree, CO

Companies who want to bring Women Moving Forward into their companies can contact our office for more information.