

**Women Moving Forward®
2023 Survey Report
Susan Van Vleet Consultants® Inc.**



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2023**

Women Moving Forward® is a three day course that has been successfully delivered internationally as well as domestically for over 44 years.

Graduates of the course have been reporting deep and profound changes in their lives for all of the 44+ years the course has been available. They tell us what they have experienced is life changing. In 2007, 28 years into the workshop, we did the first graduate survey. The results were stunning then. Susan Van Vleet was the only trainer and the survey went out in paper form to 351 women graduates of the course. 35 women responded or about 10%.

Because we wanted to review the applicability and efficacy of the course 44+ years later we decided to do the survey again at the end of 2023. There were 542 women graduates of Women Moving Forward® surveyed this time and 95 women responded 6%. This time we also had three trainers leading the workshops the women respondents attended; Susan Van Vleet, Lorrie Tietze and Kate Johnson. From the results with 3 trainers it looks like the Quality of the workshop with 3 trainers is not significantly different.

Distribution of Survey

The survey went out to 542 women who were graduates of Women Moving Forward® for a year or more.

The survey was distributed to the women via Survey Monkey. We included a cover letter to explain why we were doing a survey. Leon Kiel was the consultant who completed the survey. We didn't want it to come directly from us and we wanted it to be confidential.

Collection of Surveys

Women Moving Forward® Graduates returned their survey via Leon Kiel's account at Survey Monkey. We never saw the individual responses and we do not know who responded or who did not respond

Tabulation of Surveys

Leon Kiel did all the tabulations and then reported the results to us in a slide deck and in Word. He did a great job.

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 7% of the women surveyed. A 7% 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® 43 years ago.

34.7 % of respondents had taken the course 1-5 years ago

25.3 % of respondents had taken the course 6-10 years ago

14.7% of respondents had taken the workshop 11-15 year ago

9.5% of respondents had taken the workshop 16-20 years ago.

7.4% of respondents had taken the workshop 21-28 years ago.

5.3% of respondents had taken the workshop 29-40 years ago

3.2% or respondents had taken the workshop 41+ years ago

It was interesting to us that women found the workshop as impactful or more 41+ 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 44+ years of speaking and receiving notes from graduates of Women Moving Forward®

The Data and Comments from Respondents;

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

37.7% of respondents had taken the course 1-5 years ago.
25.3% of respondents had taken the course 6-10 years ago.
14.7% of respondents had taken the course 11-15 years ago.
9.5% of respondents had taken the course 16-20 years ago.
7.4% of respondents had taken the course 21-28 years ago.
5.3% of respondents had taken the course 29-40 years ago.
3.2% of respondents had taken the course 41+ years ago.

As stated previously 37.7% of all respondents had taken the workshop 1-5 years ago and the majority of respondents, 56.9%, graduated 6-28 years ago. And 8.8% took the workshop 41+ 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 44 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: 54.26% had taken other SVVCI® courses 45.74% 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 are listed below:

Productive Relationships©
Women's Leadership Retreat®
Managing Corporate Change©
Advanced Women Moving Forward ®
Women Moving Forward ®Follow-Ups
Training for Trainers©
Dual Career Marriage©
Enabling Purpose Through Relationship©
Leadership in an Empowered Organization©
One on one consultation and coaching
Women Stress and Burnout©
In House Team Trainings
Achieving Commitment©
Mountain Leadership Retreat©

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:

13.8% of issues were Personal

18.1% of issues were Professional

68.1% of issues to were both Personal and Professional

The actual issues are listed below:

COMMENTS OF RESPONDENTS:

Relationship with my mother

I had personal beliefs that had an impact on my personal relationships and my professional progress. I also had lack of support at home for getting more education to grow professionally.

career not moving forward & husband suffering depression

Not speaking up for myself (neither in professional context in a toxic male environment, not in personal context - with abusive ex boyfriends etc)

being a mom, being a caretaker, being an employee in corporate world

Feeling as if women in my company could not get ahead.

Balancing career and marriage

lingering childhood trauma and prior professional trauma (abusive boss)

No particular issue, but needed to build more self confidence and advocacy

Personal confidence challenges, family difficulties Professional issues with bosses and valuing of work

Finding the motivation for next phase in my life/career

I did not really come to the training with a clear issue in mind.

productive communication for both.

Childhood trauma; work diversity and harassment issues

Our plant was shutting down and John and Sue were brought in to help us. I was struggling with my next career transition. Personally, my family saw me as their personal savior for everything, especially money.

I felt stagnant in my career and needed a change.

balancing home and work

I came into the course thinking my focus would be working on professional issues from working for a company that didn't value it's employees, but found that I had personal issues that took priority during the course.

I was coming out of a divorce process and emotional abuse and fighting for children custody. I needed to focus my energy to work on my emotions, overcome sadness and help children in the process.

Had past experiences that I did not realize I had to surface and work on.

Unhooking from Perfectionism that was holding me back

Brother passed away suddenly less than a year prior and wanted to grow professionally wanted to work on transition to elder care issues and work/life balance

Trying to overcome barriers to move forward both personally and professionally

I don't recall specifically now, but, I am clear that completion of these issues has been critical to moving forward.

Providing guidance to build a successful career without guilt to leave the family plans aside

Working through personal issues and new to the company

Rebuilding my confidence as a Black woman in the corporate world after experiencing discrimination from my prior company. It also helped me through the anxiety I had months before getting married.

personal abandonment and career confidence.

The first time I took it was during a divorce. When I took the advanced course, I was more focused on my professional life.

My professional career being laid out for me rather than doing what I want to do

Being more assertive

Navigating children and husband needs. Work dissatisfaction and expectations .

I was going through some major life changes ... divorce, moving, financial issues, all while doing a major job change.

Personal issues effecting future relationships romantically. personal issues on work life balance
Professional issues from my personal issues on effecting how i lead my team and interact with new peers/bosses/etc. Professional on how to handle stress

Rebalancing work and life, so that work stress and anxiety would not take over my personal life.
Turns out, I needed to fix what was happening at work.

How to be more impactful and understand the challenges

Was not satisfied with marriage and was challenged with professional growth

Aging parents and issues with manager

Wanted to start my own business and whether to get a divorce.

I struggled to express myself at work and often became frustrated. This was perceived as "bitchy" and I wanted to learn how to identify when I was going down a treacherous path and tools that I could use to better navigate situations.

I thought I had a Professional Issue, but WMF helped me realize it was a Personal Issue that was seeping into my Professional Life.

I went in thinking I only needed help with work situations, and discovered through Lorrie's guidance that I had some issues at home to deal with as well.

Dare more. Don't be too shy at work, express my opinions more

I thought it was professional but discovered, thanks to Susan, that it was personal too

"Stuck" emotionally, but didn't realize it. A friend reco'ed WMF- I thought the seminar would be a rah-rah business seminar.

How I was managing work/family balance and how to continue advancing in my career.

Was moving into senior executive position worked on how to get my voice heard

I have no confidence in myself and felt blocked in my personal and professional life

I found that my past was holding me back from being my best me at work and at home.

I was working on achieving relationship goals at home, after overcoming some professional accomplishments at the time.

I was not happy with my career not moving and was still blaming others rather than taking personal responsibility. I denied my feelings much.

I couldn't get pregnant and was considering a new position within my company.

Overcoming perfectionist mentality and learning how to speak up for myself and work through difficult relationships and conversations at work and at home.

I suffered from terrible Imposter Syndrome and always felt I had to work harder than everyone else to overcome it

Personal acquisitions I was having an affair with a co-worker. Professionally climbing the ladder as a female with white male egos (Male name here) trying to run women out

I was having a conflict with my immediate supervisor which affected my performance evaluation.

Balancing work and life

Expat assignment creating stress at home and work

Transitioning roles from a Global/regional role into a challenging Manufacturing site and newly married

Propelled me forward to become a certified coach & fitness instructor

Had issues with husband and family set up, had professional with perceptions of who i am and what i could achieve, learned about the game.

Imposter syndrome, poor parental relationships, son's autism and school struggles

I think I wanted to become more confident at work, I'm not quite sure though

Question # 4: Did You Resolve That Issue? Results:

92.6% of respondents had resolved the issue.
7.5% 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 (92.6%) 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.

COMMENTS OF RESPONDENTS:

WMF has helped me to start to resolve issues in my personal life. I wouldn't say that they are totally resolved, but WMF has helped the progress.

Helped me come to terms with a past sexual assault and discover EMDR therapy

Helped me see a different perspective of myself

when a relationship is unhealthy, you have to let go no matter the pressures from norms

Made me realize how many women are abused, especially when we don't know.

Raising boys as a single Mom

relationship with my husband

I acknowledged an old trauma which I didn't realize was still hurting

Addressed my definition of perfect mom, allowed me to better balance work/life as it suited me.

I got more insights on what to expect as a mom.

The courses were helpful in using tools and thought process to make choices

Still dealing with Mom issues.

WMF helped me regain my power and claim independence from my family.

The course revealed how personal issues can impact the way you see yourself which in turn impacts you both personally and in your career.

home issues

some elder care issues and feelings of guilt about it.

The course helped me to better understand my own way of thinking and dealing with conflict (both personally and professionally). It has helped me be a better communicator and to focus more inward to understand my own motivations and reactions to outside stimulus, allowing me to handle situations more appropriately.

Dealing with family situations or children problem at school

Looking for and striving to find your purpose is crucial to being authentic and ultimately happy.

the feeling that I had to do/stay somewhere because of my parents.

provided framework by which to complete other issues since WMF

I was still healing from a personal loss of a very close friend a couple of years before I took the course

gave me tools to recognize

Yes, absolutely navigating through gaining "bonus" children through my marriage, communicating my feelings and leading my requests, creating boundaries and taking charge of my life

reduction of anxiety

Relationship to mother

I remember clearly learning from Susan that there were many people that had little to no-empathy (sociopaths) At the time, I didn't really know that people could have little / no empathy. I also realized that there were several people in my life in this category and I was wrapped up in their games. Susan helped me realize this and that was the start of getting out of this situation and away from these people and all their negative energy. It was an awakening for me.

It helped with ALOT of things and how i manage it. Personal issues i need more support since its very deep.

Yes, I started to feel my own value which just made my life better overall. When I found more power at work I was more confident overall and much less stressed! I also processed some little t trauma with a therapist in conjunction with WMF, which helped these changes be more lasting.

Not at that time

Provided support with family issues and friends.

I didn't realize how much of my work life I carried into my home life. This course helped me see similar patterns but how I had an opportunity to navigate them differently.

I needed to be able to discuss my issue calmly and reinforcing my voice in the relationship

I wasn't processing my emotions and was holding them in/staying on the bridge vs. moving forward.

I learned that I have a perfectionist mentality that sometimes cause stress to my family. I learned to seek out alternative outlets to focus my perfectionism on, and to give more leeway to my family - especially my husband, which was very difficult.

It helped me understand my dynamic with men

Helped me to see, think, be open to feel. Be aware or beware: I use this Susan-ism a lot. Another fav: can't go over under around the feelings, have to go through them.

I was not focusing on personal issues during this program

WMF opened my eyes that every successful woman has balancing personal challenges and imposter syndrome. It was reassuring to know that people I look up to, have a lot more in common with me than I believed. It was reassuring that relatively early-on in my career, I can have a network of people to reach out to help me achieve both personal and professional challenges. Learning how other women have set boundaries was invaluable for me.

Actually it benefitted my personal life as well. I could see that in raising children if I looked at their behaviors as a reflection of something I needed to change, they auto corrected.

I was able to get support to resolve a very large personal issue that had been impacting both my personal and professional life.

it helped me speak up to my husband about what i needed and wanted, and have more productive straightforward conversations that were less emotional.

It enabled me to recognize that I had a fair amount of trauma in my childhood that may be the root cause with how I deal with day-to-day life now

Yes, I finally had the courage to go to couples therapy and work on things with my husband :)

It helped me take responsibility for the issues in my personal life and my part in those issues. Once again it helped me see that a problem or undesirable outcome was not necessarily a bad reflection of my value as a person, my other accomplishments in life, and my abilities.

Gave me techniques to manage my energy and work on only what I control

Although marriage is tough, we're still together and i realized did have the comfort of Susan's words with me at all times.

helped with son's education and autism struggles; helped to identify parent as narcissistic and recommended reading to cope with that

Although it did not help me to resolve my personal issues, maybe it helped other women.

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

Results:

84.2% of respondents said it helped resolve other career issues.

15.8% of respondents said 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 in 3 Days. 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 from all over the world can get to their underlying problems and begin to work through them.

COMMENTS OF RESPONDENTS:

In reality, the issue with my mother was partially resolve, but it is something that the course also help me to deal with, so it was very useful for me

WMF gave me the time and space to think in new ways about how to resolve the professional growth issue. It also gave me more information and confidence to start to tackle other issues.

Helped me put career into perspective, helped me understand better the dynamics that help men succeed, helped me recognise my worth on the market

Finally was able to drive the biggest change in my life!

seems simple but really wrapping my head & heart around "can't rationalize with crazy" has helped me identify what I can and cannot control has been freeing use the learnings (too) frequently

Women are Powerful and Deserve to get their needs met. Be confident and make requests. Be clear who you are and what you stand for!
confidence

Not specific ones, but it made me reflect on many things and connections with my personal 'story'

Didn't get "to the other side" of the issues

Addressed imposter syndrome

It made me more consciously aware in the choices concerning my career

I have had amazing career success and am currently a VP that reports to the CEO.

The workshop allowed me time to reflect on what I truly wanted and suggested tools to move forward.

helped me realize I need to advocate for myself

thriving in a male-dominated work force

feeling like I deserve a "seat at the table"

The personal issues I dealt with during the course were issues I really didn't know existed. Now they are front of mind and I am aware and more able to recognize and deal with them. The course also provided many insights and tools to help me further my career. I didn't expect to have both personal & professional roadblocks converge in this course, but they did and it was an extremely welcome realization and has helped me in my life in numerous ways.

It helped me to overcome difficult situations and get myself organized for the new life I wanted to create

This insightful workshop was life-changing not only in my personal life, but professional and social as well.

Had imposter syndrome and didn't realize it until that course
the experience is very powerful to share with your colleagues and realize how much everyone has going on in their own lives, and all of the many ways we can support each other

getting out of my own way and learning to bond with other women.

provided framework by which to complete other issues since WMF

It helped me focused on myself as a human rather than seeing myself as a professional or a possible mother at that time

group discussion and tools to help recognize and process

corporate change, managing my relationship with my manager and enhancing my communication skills

The Advanced class really helped me articulate my Purpose which has been a northstar for me professionally and personally. It also opened up the possibility to me that it was "ok" or even "the right thing for me" to not pursue further advancements in the company I work for. I've continued to be successful in my role at work, but have pursued other fulfillment outside of work (Board of Directors position for a charitable mission) that is closer to my purpose.

It has helped me speak up more and continue to work on following the path I want

Learned a lot about myself. Helped to change the way I think about me and things that I can control

Yes...these programs made me realize that I couldn't do everything and instead focus my limited energy on the most important things first and what really matters to me.

When I learned to find my own convictions and ask for what I needed, vs. feeling powerless, I became a more effective contributor at work. I could start to envision and rally the organization around my ideas and thus became a better leader. In turn this helped me reduce work stress in my personal life.

Understanding what men do and why and that CTO/CFO/CEOS etc have OCD!!!
Like taking broadening responsibility

It was enlightening to hear from other women that I wasn't alone and that it wasn't "my problem".

Although nothing was glaring, as I learned more about my patterns I could see how the personal tied into the professional.

I was holding myself back and feeling "less than" so I wasn't showing up authentically at work. The most important lesson I took from the course was to set boundaries and guard them fiercely. I started setting boundaries literally the day after the course ended and have protected them successfully. I serve as a mentor for colleagues and I give them that same advice.

It helped me understand that the issue was not me

Help me t understand my value and my position inside the company

Worked through my issue over time when I returned to work

I no longer felt I did not deserve a voice

This course helped me find my voice. I was able to feel supported in my achievements, while still thinking, "What can I do next? What stands in my way? How do I overcome some inherent reluctances to grow in my role or move on if I'm not feeling fulfilled."

It helped me to start feeling and honoring my feelings and using them to change within.

I got clearer about what I wanted with my career and how to ask for what I wanted. It made my successive positions better fits for me and for my life.

it helped me not feel so indebted to the company I work for, and to look out for myself and my needs / interests.

Made me understand that there are different ways of communicating and of processing information (internal vs external), which has helped in how I behave in larger meetings, particularly those that I run. I also think more holistically now about what I am trying to achieve (my purpose) and try to consider the long game more frequently

I was empowered enough to make a career change and leave what I knew for 15 years. It was a great decision and welcome change for my mental health and my family.

I was able to see that this one incident did not determine my value nor the overall success of my career or many other accomplishments.

Support for self and others, connections

Confidence and clarity that I wasn't really the issue

Most useful how to identify toxic boss situations and manage/remove myself from those situations

I better understood that what I experienced was something other women experienced too, that knowledge helped me to be stronger to achieve what I believe in.

improved confidence and brought forward a discrimination issue that was dealt with

Although it did not help me to resolve my career issues, maybe it helped other women.

Transitioning roles from a Global/regional role into a challenging Manufacturing site and newly married

Propelled me forward to become a certified coach & fitness instructor

Had issues with husband and family set up, had professional with perceptions of who i am and what i could achieve, learned about the game

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

Results:

81% of respondents said it did help them resolve other personal issues.

19.2% of respondents said it did not help them resolve other personal issues

This is significant since Women Moving Forward® can be the first time women have a chance to actually identify what problems they have.

COMMENTS OF RESPONDENTS:

WMF has helped me to start to resolve issues in my personal life. I wouldn't say that they are totally resolved, but WMF has helped the progress.

Helped me come to terms with a past sexual assault and discover EMDR therapy

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when a relationship is unhealthy, you have to let go no matter the pressures from norms

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

Results:

99 % of respondents felt they benefited regardless of the issue they had to resolve (only 1 respondent said no)

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, or company they represent felt Women Moving Forward® benefited them.

Comments of Respondents

None were requested

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

Results:

95.74% felt their company benefited.

2.1% felt their company did not benefit.

2% 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 became more vocal, a better leader, also shared some of the wisdom to female direct reports regarding how to manage their careers

helps me focus which is both healthy for me and in delivering company results

Retention of Women, More powerful women supporting one another

i have put into practice what i learned and used some of the concepts to promote the wellbeing of other women

I'm more comfortable with my work/life balance, able to prioritize as needed.

We broke records during the shutdown and everyone found other employment opportunities.

I saw this training as my company investing in me and it helped me realize that I am valued. I have had other job opportunities, but decided to stay for all of the JNJ benefits including this one.

I developed more confidence and a feeling that my voice did actually count, and I recognized that people actually valued my opinion and that wasn't a fluke but the consequence of years of experience and trust gained during those years.

I feel more confident in myself and my abilities after taking this course. I am better equipped to succeed in a corporate environment now and I feel that my work has shown this increase in confidence.

I managed my personal situation and got back to work quickly
Being your best self and showing up would absolutely benefit my company.

I was more conscious of my bias for perfection, so could recognize it and unhook from it to ensure I was driving meaningful action/moving things forward

I continued with several promotions and am a strong people leader for other employees for a very minimal 3-day investment from the company, the training provides very deep and impactful personal & professional growth. I have taken many trainings over the years and nothing compares to WMF!

I was at P&G at that time

I notice the triggers sooner and use the tools to process

I am more confident to speak up, express my thoughts and make my declarations.

I became and continue to become a strong woman who values herself and the job I do.

1) Without these courses, I believe I would have become more frustrated, and probably would have quit and moved to another corporate job, just to find out the issues at the next job are very similar. Because I realized I can live into my purpose at any job, I stayed with my company and have remained energized for the work and for helping others. 2) I've recommended the training to other women in my company.

By clearing myself of all this negative energy, I was able to re-engage with my work and be better leader.

my company will get a more well rounded leader both personally and professionally

Yes! I went for myself, to reduce work stress, but in the process the changes I made helped me be a much more effective employee and leader.

I'm much more effective.

I am less reactive and better able to express myself. I am also more collaborative with colleagues

I utilized an available HR benefit. The result is I'm modeling behavior for other women to consider their options.

I am a stronger contributor and leader thanks to this training.

I learned of many tools that helped me work smarter around men in the workplace, and to understand how to be a strong female leader without fighting an uphill battle with men.

I left the company, I would say they lost!

More centered employee, much more focused on the here & now, I think more aware of helping other women.

Many women continue working and leading many departments in the company

I became more confident in speaking my truth and being heard

I think this program is a great way to retain talented personnel. I felt valued as an employee and that people who nominated me see my potential. This is a great way to develop people and grow networks within the organization. Alumni of WMF (whether or not in the same graduating class) have an instant connection of support and encouragement towards each other. This could help in movement of talented people to appropriate positions, without losing them to external opportunities.

I am not sure if the companies I worked for knew the benefits. Yet I went on to commercialize more than 30 highly regulated products in 32 years.

My company got back a woman who knew and trusted her own mind vs. second-guessing myself all of the time. I also role modeled setting boundaries and not being a perfectionist. by identifying and working on what is holding me back in certain areas, I have been able to show up as more confident and as a leader.

I am a much stronger leader now and a better advocate for women in the workplace. I feel empowered to create change and know my value to the company

Each course I have taken from SVVAA has left me more confident in my abilities and willingness to step into the unknown and take the risks.

I gained skills for improving my working with my management and team members, and for taking better care of myself at work. Although they did not always agree with that since I was no longer willing to tolerate inappropriate behavior toward me or to harm my health to get the job done.

I achieved great success in my career and helped others

I really understood better what kind of unspoken things can get in the way of career development and i really benefitted from being able to contact Susan from time to time. I understood tee game better and how to play it.

i am a more confident employee now

I am a better leader

I felt special being nominated to attend. It gave me a feeling of accomplishment.

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

Results:

91.5% of respondents said yes their personal life is better.

8.51% of respondents said their personal life was not better.

An overwhelming percentage felt their personal life got better. When women's personal lives get better their whole life gets better.

Comments of Respondents

I have some insights and tools to use in my personal life.

Have massively built self confidence and no longer let myself get/feel victimized

Much better, feel like I'm living my purpose now

again it's about dealing with the underlying issue so you can be focused

Not sure it is better, but certainly it gave me more acknowledgement

I'm better able to discuss my feelings about motherhood with my husband and kids. I also better understand how my husband and I think differently, that we complement each other without competing with each other.

it gave me clarity and knowledge to draw boundaries and see when the boundaries are crossed.

I had an amazing 20 year marriage, raised a successful daughter and have great relationships.
Living my best life.

Right after the training, I used a lot of the learnings to apply to my home life.

I have difficult family issues that are probably beyond what can be addressed via a course for just me.

I am more aware of how I communicate in my personal relationships and I learned some very helpful tools in getting what I need in personal relationships in a healthy, productive way.

I feel that I found out the tools to overcome and learn from life situations

You have to live within your own space and being healthy in all aspects (physically, mentally, emotionally and spiritually) is critical to impacting good quality of your personal life.

I have let things go and our outsourced - doesn't have to be perfect!
similar status

the learnings from WMF last! Just saying to myself "is this on purpose for me?" is ingrained and an awesome guidepost I've internalized.

I learned important things to take into account for the rest of my life

Able to acknowledge, process and move forward

Absolutely, WMF is game changer in all aspects.

I feel more in control of my own life

I've gotten better at letting go of things I feel I didn't do well and also letting go when others hurt me (without getting walked on).

I am almost 10 years out of a very bad personal situation and I feel much better - almost like I am know awake and aware.

My personal life has gone much better. I cope with things differently than i once did. I structure my balance differently and i teach my team skills i learned so they can be better as well.

Absolutely. This course catalyzed a huge change in how I see myself and how I work in the world. When I can value myself, I don't have to strive so much.

I have a crazy family and WMF gave me tools to deal with them.

I'm more willing to listen

Setting boundaries and keeping my purpose and core values in the forefront keeps me focused on what is important to me

Although I still struggle at times with some of my husband's nuances, I feel that I am more equipped to accept them instead of constantly feeling annoyed by them.

I then relied on a support group of all the women in my group, we still talk to each other from time to time

I am more self aware and no longer a slave to my job & company

Awareness is far higher. I'm much more suspicious of anyone I'm attracted to (sounds wrong, but this is good!!), and work harder to see past the endorphins.

The balance is important and we need to work to obtain it.

I feel the class was such a positive experience, but there was nothing else after it was over, it all just ended. No sense of comraderie or follow up...

Mostly better, I am still a work in progress

Totally because not only do I take full responsibility for what happens in my life, I also use my emotions to guide me into the direction of change.

I would not be the woman, wife, mother, daughter, friend, colleague that I am today without Women Moving Forward. It has made me better and every part of my life better.

I need to take the time to work through some of the issues I have with my parents, but have not done so yet.

Yes, more time as a family. Focused on repairing lost time with my husband.

Each course reminded me of who I am and to honor that. I also continued to learn about myself so I can take action as needed. I was able to re-frame some past and current incidents that helped me heal and move on.

More balance

I believe in myself & know I am a capable leader

More confident, recognize what is in my control and what i can go after.

less overall stress

I've been able to learn and grow personally through individual therapy. In a 2-day impersonal setting, WMF was not an avenue for me to work on myself.

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

Results:

93.48% said their professional life is better.

6.52% said their professional life was not better

Again, an overwhelming majority said their professional life got better after taking Women Moving Forward.

COMMENTS OF RESPONDENTS:

I attended WMF at the beginning of a time of great professional growth. The insights I gained at WMF helped me to grow more during that time.

being present and authentic is healthy

Was able to deal better with insecure men.

Yes, I never thought that I would be a successful corporate executive.

I was able to achieve some of my professional goals.

I made great contacts at the training.

I feel that my impostor syndrome has 99% disappeared. I will occasionally have a random thought about it, but I consider it a solved problem.

Absolutely. I've been in a corporate environment for 16 years... but learning more about Internal & external org structure and what it means to "step in it" at work, was eye opening. Wish I'd learned this years ago!

I felt prepared to face obstacles

Your professional life feeds from the foundation you build as a person, so yes, the quality is better.

I have developed a bias for action; has allowed me to excel in my career.

unfortunately with other leadership changes much of the growth and independence I was gaining has been removed not only for myself, but others

WMF helped reinforce the concept that achieving work/life balance is possible, and you need to consider the right perspective. For me that means that every day/week or even month may not reach ideal balance, but if you work towards it and look at the big picture, you can still get there.

It helped me navigate the corporate world with a lot more confidence

a network of trust-worthy women to support when needed

Yes

I am given more opportunity to grow because I am stronger and confident in myself. It has its ups and downs, but there are definitely more ups now. I feel more stable in the middle of the chaos.

I am more confident and more convicted. And less afraid to do what is right for me. I put myself first. In fact I ultimately became self-employed and am now my own boss!

I love my professional life which was just a job before WMF.

I have more confidence

The HR benefit that I am using has kept me more focused and efficient

Absolutely - setting boundaries was the best thing I could have ever done for myself at work. I haven't felt overwhelmed or burned out since I have set them!

Yes, it made me understand who were my allies at work

I am now my own boss, with control of my time & working on something with a purpose

I'm more focused on relationships and getting the work done, less on a promotion that I wouldn't enjoy.

I am retired now

I ended up leaving my job due to too many toxic elements that I could not overcome

I felt empowered to take the next step at work and not put up with the status quo when I felt no longer valued

I have been able to value my work and my contributions, and not second-guess myself. I have used tools from the course to make meaningful connections with coworkers and grow within the organization.

Retired now, but have my own business. Doing a nice job while watching my Grandchildren.

I was able to resolve some of the behaviors that protected me but kept people away. I am able to connect at a greater level with other people, provide support differently, and accept support.

I am more confident and have been getting more opportunities to lead teams/projects at work. Yes, becoming more conscious of how important building the right relationships is to my success and the success of my team.

I actually took the first opportunity to retire. Although my position was eliminated, I was able to see this as a blessing. The company environment was no longer working for me.

Since choosing to leave my first employer, I have moved from a Sr. manager position to COO in 13 years :)

Yes I am a confident Leader

i'm in a much more purpose driven path now

WMF gave me a feeling of accomplishment and contributed to my confidence that I am valued at my workplace. However, the improvements I've been able to make at work have been through my individual efforts.

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

Results:

28.72% of respondents were thinking about or planning to leave their companies.

71% were not thinking about or planning to leave their companies.

This question plus #12 were surprising as we had just gone through the Pandemic during which women moved to other companies and work options.

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

Results:

62.11% of respondents are with the same company.

38% of respondents are not with the same company.

This was a shocking result to us. Given the pandemic We thought more women would choose to leave their companies, especially after the pandemic, but clearly the majority of Women Moving Forward® graduates stay in the same company if they can. We have also found, in certain regions like South and Central America, Women Moving Forward® helps women stay in their companies. Once they have new tools to use and feel like they are not alone Women can make headway in the company they are in.

COMMENTS OF RESPONDENTS:

I have retired. I still do some work with that organization, as well as another organization.

making choices where choices matter ... and being strategic in those choices

I've retired.

I stayed with the Company 35 years. I just retired.

I've retired from the same company

I would probably still be with the same company if they had not divested the business unit I worked in.

I am retired

Work as a contractor

I have changed Companies many times, currently with my 6th and last.

I did choose to leave my company and found other career opportunities.

I am pretty close to retirement so I wasn't really looking to move.

I had just recently left my old company (of 14 years) at the time I took the course and had just joined a new company. I'm 2 years in with the new company at present.

I still work at Johnson & Johnson.

I have made to company changes since taking WMF

I stayed with the same company for ~6 years after WMF but have since moved on.

I moved to another country for personal reasons a couple of years after I took the course

n/a

I am still with the same company

My company values Women Moving Forward

I am with the same company, but I am now in a MUCH better role. I went from getting BAD ratings to getting promoted with consistently strong performance reviews.

I was considering leaving my company when I took WMF. However, I quickly made changes that led to me feeling more powerful and in control. I no longer felt the need to leave, was more confident and happier. Then ironically, within 6 months, I was caught in a downsizing where my position was eliminated and I eventually left the company. WMF (and advanced) helped me navigate this process.

I'm self employed now.

I am still with the same company, but I was able to transition out of the toxic situation I was in at the time of the course and I'm much happier.

I am retired

I stayed with my company for a few more years before leaving

Retired

I am in the same company, but I have changed departments for the better.

I stayed with the company I worked for, then was let go. I went to another company & brought Susan and John into that company. It was great.

I chose to leave 5 years later.

I only took WMF last year and was new to J&J at the time

I left my old company after taking Enabling Purpose Through Relationships.

I retired in 2016, as a result of my position being eliminated.

Retired from same company

Same company but different role altogether. I switched to lead accessibility, a new area created for me.

Yes, I have the golden handcuffs

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

Results:

65.6% of respondents have been promoted since taking Women Moving Forward®

34.4% of respondents have not been promoted since taking Women Moving Forward®

Of the 65.6% of respondents who have been promoted they were promoted a total of 34 levels. Some became VP's and COO's or Emmy winners.

It appears not only do women resolve their personal and professional issues in the workshop, a majority of the respondents also get promoted after attending Women Moving Forward® We believe this is because after attending women have a boost in ability and confidence that spurs them on. They get information to use in the areas of Power and Organizational Structure. This information plus an internal boost in confidence and the use of one's voice has shown to increase women's level in their companies. Of the 34.4% of the women who did not get promoted many own their own business or are retired.

COMMENT OF RESPONDENTS:

This question is not relevant, as there is no real opportunity to "be promoted" in my field.

I was promoted to a higher level but have since retired.

Was promoted to V.P.

I have been promoted twice since taking WMF.

I was promoted but have since left that organization.

I was a mid-level Mgr during WMF and am now an Exec

I left the company a few months later

I was promoted to principal scientist within two (or three?) years after taking WMF

I had just joined a new company at the time of taking the course. I have not been promoted, but I do feel it will be coming soon!

I have achieved COO

Every time I get close- the carrot moves

I took the course as a Brand Manager and I had been promoted several times after the course (to Senior Director)

Promoted a level

Yes, I've had 2 different positions since

Not yet, but I will. The plan is in place.

I did take a new position but it was lateral

I topped out at a Director level for almost 12 years and then was promoted to Sr. Director 2 years after taking WMF.

n/a: due to the circumstances of a downsizing soon after WMF, I did not stay with the company long enough to be promoted. (Actually I am glad for this :)

Not applicable.

Although i've not been promoted, I believe that I am more of a role model for work/life balance possible

I have been promoted 4 times in the 4.5 years since I attended WMF; it's crazy!

And I'm very ok with this fact!!

I left the company and focused on personal projects

When I was still working, I became more of the senior executive leadership team

My manager, who recommended the course to me, did not recognize me in a positive manner for the entire time I was under her. I ended up transferring and quitting shortly thereafter

I was promoted after taking the course, by learning to be my own advocate and make sure I am getting my voice heard at higher levels. I learned from the course that I will not stand out by "keeping my nose to the grind" but by ensuring that my accomplishments were visible to leadership.

I had 4 levels of promotions since Susan & John's courses.

I was promoted within 6 months of taking Women Moving Forward.

I have been told I will be put up for promotion next year

I have been given and expanded role with an addition team under me and pay increase. Working on the "title" piece!

Every 2 years Director to Sr, Director, to VP to SVP of Manf then SVP Operations and now I am COO of a regional and will be COO of the globe likely next year!

Started my own company

Hopefully will get promoted another time :-) Doing well, do what i love and have the freedom to work in this space and drive results.

moved from L10 manager to L11 senior manager

I have been promoted however, it was not because of WMF.

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

Comments from Respondents

The straight talk between upper managers and employees.
(Retired)

Confidence

Better understanding of post-partum depression, how to share the load at home. More confidence to follow their passion areas. Better understanding that their work will not send out by itself, they need to self promote

the "sandwich" woman still taking care of youth and now taking care of adults while maintaining career

Networking with women from other companies is an unmet need. Also women are still feeling the need to compete with one another versus be support for each other. Last, not revolving our whole life around a company. Women need to live their purpose while working with the company-mesh it together and fulfillment emerges!.

visibility and access to women senior leaders who are supportive of other women

Live with and accept their opportunities areas, be Less critical of themselves and partner up More with other women leaders

Unresolved childhood experiences.

I feel the need to be heard and understood that women has the potential to the same roles as men. I have seen an increase of women in leadership roles here and I feel they are respected for those roles, as well.

Coaching on how to break the glass ceiling

Not specific to women, but the balance between remote and in-person work can be a new barrier to promotion.

Not sure

Insufficient in being able to voice their frustrations, ideas and thinking they need to be "perfect" to be accepted and advance.

Understanding Imposter Syndrome. As an outside Consultant now the above topic comes up often

More pressure is placed on women leaders, they are overwhelmed because they will keep saying yes while the men say no.

Understanding and harnessing their power.

I believe the issues of equity are still an issue for women within the workforce.

I feel JNJ does a great job when it comes to opportunities for women, WLI, etc. However, looking at the org charts at higher levels, they are still predominately men (like the executive committee, and the level below).

Pandemic seems to have further isolated by gender

we have yet to see full representation of women at the director level and above, especially in technical roles.

I think that navigating a corporate (especially a formerly male dominated) environment is difficult and not instinctive for women. We are, by nature, emotional and lead with our intuition and this can steer you wrong in a hurry. The course really helped me to understand that I need to be vocal about what I want and more importantly what I deserve. Just doing a good job and hoping someone will notice is not enough. This was all news to me and I've been in corporate environments for 16 years. Every woman should take this type of course prior to joining a corporate environment.

Not sure about this

I feel that needs are being addressed more, so there is improvement, for example, being healthy, instilling your work-life harmony and working in flexible arrangements is advocated and supported.

Real change in living equal wages

work life effectiveness; opportunities for growth and promotion

True open and real communication to higher levels without it impacting performance and overall reputation

I have been increasingly interested in inter-generational challenges. I think there may be a misconception that Millennials/GenZ generation do not need the same level of support and guidance to manage the challenges women face in the office/labs!

that we have different styles.

The eternal issue of "work-life balance" and feeling the need to demonstrate leadership skills more evidently than men

n/a

Clear leadership path, unequal pay

Appreciation / work life balance

I think our company has definitely evolved since WMF. I suggest we continue to send women to WMF and other courses to help support the women within our organization

I don't think current corporate trainings address the rampant perfectionism in the high achievers we hire and how it can be detrimental when not reigned in. It is hard to watch these talented young women come in and be reduced to tears by mistakes.

Better accommodations/work life balance

Mobility and family

My company does a great job supporting women.

Women still need to do a better job standing up for one another instead of knocking each other down. I see this more with my GenX and Baby Boomers than I do with the newer generations, so hopefully there will be a shift as us "old timers" retire.

Work life balance, when to say no, guilt of leaving, promotion bias for men, asking for more money

Pushing back and advocating Balancing work and life (I think this is getting better however)

It's very hierarchical and they try to include women but do it badly

Clarity. Transparency. Diversity

Work life balance likely is still #1 issue

NA

Getting more women promoted to executive levels.

It feels like the boys club is being reinforced and that there are fewer women in leadership roles - women are being replaced by men, many of whom live in So Florida

Learning how to show up authentically

I feel that women in my company, especially those with families, feel significantly more pressure to prove themselves in the workplace compared to men. The company, at a high level, is incredibly supportive of women, however, at the lower levels we feel that we are not treated fairly by men. I don't think men will ever realize the enormous burden women endure as we balance our career with taking care of our families and our homes. In this era, we still feel like we are being shamed if we have to miss work to take care of a sick child, and we tend to feel a lot of guilt if we can't give 100% of ourselves to every aspect of our lives. Men don't seem to bear this burden, and so they don't understand (nor do they try to understand) our feelings and how it impacts our mental health.

Having more support groups

The male dominant culture does not get the best out of women

So much short term focus, so little systemic focus and development. So much turnover. The opportunity to grow is very random- are you lucky enough to have a supportive capable mgr?

I am not in the company anymore

N/A. Retired

Lack of a desire to see others thrive and push others until the spotlight

Empowerment, the ability to push back on unrealistic goals and to be heard

Though my company is progressive in some aspects, I think this course should be well funded and available for a wider audience. Budgets are tight, but it is absolutely in the company's best interest to keep this program and keep more strong successful women in our organization. There are few women in high-level leadership roles, because a lot are not retained. These course could help keep women on the path for senior leadership without leaving for external opportunities.

Understanding how to be authentically yourself while also climbing the ladder. I do think there needs to be a difference because that's just how corporate culture is.

Let me say that in general, most young people under 40 lack hope of a positive future. Many do not know how to manage their feelings because the crazy world. They need to understand feeling emotions and using them to propel themselves forward. Nothing changes until we change and that is the key message. Susan shows how to use emotions to guide oneself to right changes.

Not working with that company any longer.

More senior level women advocates, sponsors and mentors. There are very few women at the higher levels (Associate Director and above) at J&J

mental health, how to manage work-life balance, confidence, Authority.

I cannot answer since I am no longer there.

Be more confident

Opportunities to lead

Psychological Safety

Lots of Change Management training opportunities

networking

subtle discrimination

A lot of people could benefit from individual therapy.

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

COMMENTS OF RESPONDENTS:

In my case none. I see now an improvement on men doing their best now to deal with woman

(Retired)

how to deal with strong women in an effective way

Better value female styles of leadership. Better understand how innocuous seeming jokes/attitude can create an uncomfortable environment. Better understand difficulties women face around fertility treatments etc. that should be taken as seriously as sick leave/Mat leave

being valued when not associated with one of many affinity groups ...

Men still struggle with showing vulnerability. Men still have a problem with women who are assertive.

the ability to communicate effectively with women

Unresolved childhood experiences

To be honest, I am not sure of what needs the mens had that weren't met since the class I had was with majority women.

Coaching on how to break the glass ceiling

See#15, applies to both women and men.

Not sure

Not knowing how to ask the questions to get under the issues of what is really going on. When they do ask, they don't spend enough time to fully understand what they are hearing.

Emotional support, reinforcement that family is at least as important as work, they need outside activities so they don't die when they retire.

Better allyship for women

Men still have tunnel vision when it comes to understanding diversity and equity. I dont think they have trainings like this for men.

Same

I don't know

Unsure

Not sure about this

I would opt to say, at least from my point of view, that men are also included. Diversity and inclusion is strongly promoted and advocated.

Accountability for their actions

a reality check; good ole boys club in exis

tence; lots of egos

unsure

I think men would also benefit for training in working through inter-generational challenges- how to get past media hype and mis-characterization of people entering the work force.

empathy and learning

They are started to worry about so many conversations around diversity

n/a

None

No idea

I think more men within our company should attend the men workshop. I also would like to see more men to support the women that have attended.

Some men could use some WMF cliff notes to know how women work and think.

Overall, I've seen an increase in empathy from the men for women and other minorities. It's also great to see them taking advantage of the increased paternity time off. But I think men need to find ways to deal with stress and mental health more effectively. They still don't seem comfortable seeking out any help.

none

Unknown

Men are SO CONFUSED that they do not know how to talk to women anymore. I think they may be scared to provide direct, honest feedback to women and diverse talent for fear of coming across as bullies. I think we went too far with our sensitivity and diversity trainings in this regard.

Productive relationships with all parties, self arrogance lessons, how to "deal" and work with women

Striving & fear of failure, fear of losing business. They promise too much relative to the organization's capacity.

Understanding women

Fixed roles. Need to surpass women

Similarly. Work life balance

NA

Understand how to support women at work

No idea

Communicating effectively.

They say women are from Venus and men are from Mars, but it really means that brains don't operate in the same ways. The WMF course is very helpful for women to understand the way men think, how they can easily compartmentalize, and how they have been groomed to avoid showing their emotions. When you think about it, even in elementary school when the girls and boys are separated and taught about their puberty, they are not told how puberty affects the other gender. This seems so silly - as if it's meant to be a lifelong secret they're never intended to discover. Men should be educated on how women operate: our feelings, our emotions, our burdens, our sacrifices, our endless need to prove ourselves. Bottom line - my company needs the men's course desperately!!! Especially since most of our organizations are led by men, with only a few women sprinkled in.

Men in my team are very young. They would benefit from coaching on appropriate behaviors in the workplace

They don't understand that they are in a male dominant culture that benefits them and holds women back. They don't fully leverage the women in the company

Similar to women, but easier- still more role models, trainers, wider acceptance.

I am not working there

N/A

Lack of desire to push others to succeed and develop towards success

Not sure

Unfortunately there are still some unconscious and even conscious biases within my organization with some of the men in leadership positions. I wish they would take a more open approach to working with women in the organization, and learn from WMF tools.

I think Men are under served now that there's so many options and programs for women, I've noticed Men don't have the same opportunities to learn about themselves and build themselves to be better.

Men have been emasculated in the business world. They have different brains than women. They need to see that they can be men and be compassionate as well.

Men are in terrible condition. It is difficult to determine what a 'good man' looks like; what masculinity means; and what behaviors are OK/not OK. If men are not doing OK, that translates into modeling for boys.

How to value diversity on teams and make sure they are hearing from everyone (instead of just the few confident men that speak up at every meeting)

Mental health, Courage, Guts to show their true Empathy without backlash,

No answer

Be more aware of bias and diversity

More opportunities to learn effective leadership

Awareness of privilege

Understanding female leadership communication models

Unknown

Leadership skills, Personal Biases, Work-Life Balance

A lot of people could benefit from individual therapy, with a licensed therapist.

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

How to deal with fears to talk about deserved promotions, movements, benefits, etc., with upper managers. Straight talks, and how to eliminate the barrier thinking of "I am old, the company is not going to invest in me"

None that I can think of at this time.

how to avoid female leadership targets are not backfiring

knowing Susan and John as individuals that I and others admire, how to use your skills to disrupt status norms and deliver more in civic duty ...

Purposely Unleashing Potential through Wellness and Joy

Maybe more on the lines of leadership development. Because having a good leader show in the ones under him or her and it bring more success to the company.

No knowledge

No

No, the team is expert at creating what they see a need for.

Accountability and Ownership

N/A

Finding your voice, executive presence, D&I

No

a short course on impostor syndrome, and how to "own your smarts and successes"

no

An Advanced course would be great.

Emotional intelligence Emotional health

The courses are all outstanding and all applicable to day-to-day life. Both Susan and John are gifted and experienced and they can offer so much, so I would take any new course they would design. I'm especially interested in how to navigate stress and living today with social media, etc.

I hadn't thought about it until now but are you working on anything related to cross-generational workplace strategies?

safety; EQ

I think there is a lot of new opportunities related to diversity beyond gender that could be tackled by Susan and her trainers.

n/a

personality type training

No

not at this time

Perhaps a Women Moving Forward type of course made for women that are 1-5 years into the workforce.

Executive presence

I think WMF is an amazing program and would love to have a session back in NJ or PA. I have 2 people who I know could benefit but I cannot justify air travel for a training. The travel rules changed significantly post-COVID and now there has to be a BUSINESS reason for travel.

Anything for Fortune 50 companies to improve high stress culture!

No they are too narrow

What about issues not related to gender

Na

I love all the courses.

Sorry-no

N/A

Definitely the Men's course!!!!!!! But also, I selfishly want the Advance WMF at our company. Maybe courses on GenZ for their managers and for GenZ directly to help them adapt a bit their behavior without both generations feeling there is a cultural clash
I would love to co-create a course with you

The new courses on life post-retirement look very interesting.

I am not working at this moment

The hybrid work environment for Women Moving Forward

Not that I am aware of

Not sure

Men moving forward or something along those lines. How to be great effective leaders as men for this day and age.

Not at this time. Just subtle changes to accommodate those under 40. They are in overwhelm and need some guidance that can give them confidence that they can do it.

Not with that company any longer.

Maybe something on how implicit bias influences how you work with others and tools on how to navigate

Nothing at this time

No

No

None

No

I would need to look at the current offering

I just think more women leaders need to attend WMF

N/A

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

COMMENTS OF RESPONDENTS:

No

Thank you for creating Women Moving Forward. While I feel that I have not taken full advantage of all that I could have from the workshop, it has still had a tremendous impact on my personal and professional life.

I love the work that Susan is doing - it is today more relevant than ever.

Susan you have done so much for women around the WORLD! May God continue to Bless you and your family for generations to come!

meeting Susan and taking her trainings have been transformational for me!!

Thank you Susan!

No nothing else!

No

All the best to you!

Keep going.

WMF is a game changing course for all women. It's helps us find out power and realize that we are enough both personally and professionally.

N/A

No, it was a great course.

No

All the Susan Van Vleet courses have been terrific and have helped me a lot. Of all of the courses I've taken over my career, the SVV courses have stuck with me, and I remember what I learned.

This course was extremely helpful to me. It was well planned out, well delivered, felt like a very safe space, blunt, and at times very emotional! But I came away with a new perspective on myself and what I need to do (and not do) to be more successful. 10/10 highly recommend - and grateful to have been able to be present!

Not now

I would recommend taking any of the Susan Van Vleet courses! They truly were game changers for me!

It was an enjoyable and positive experience I am thankful for

I'm still a big fan of the Van Vleet's- I feel like they've been my secret weapon, angels in my corner for so long and really appreciate them and the work they do!

thank you for helping me learn to be myself.

I will always feel grateful and fortunate for have had the gift of being part of Women Moving Forward and Advanced Women Moving Forward Programs. THANKS SO MUCH!

overall very beneficial in my personal life and professional life

Thank you for all you do! This has been life changing for me both personally and professionally.

Just thank you for everything you are doing!

Both WMF and Advanced WMF were life changing for me personally and professionally. It wish there were group annual checkups like a wellness doctors visit to stay the course.

I'm just very happy to have had a manager that knew about WMF and knew my personal situation enough to recommend that I attend. I'm also happy that I opened up about what was going on in my life which was very hard for me as I am a very private person and that Susan was able to provide amazing insights that was exactly what I needed to hear at that time in my life.

This program truly changed my life personally and professional. You have my commitment to pay it forward to others and continue to work on myself.

Thank you Susan. WMF and subsequent courses have sent my life in a new direction. I and my family are better because of it!

Not at this time.

It was a great learning and bonding with other women in the organization. Feel like you have a support network

All the courses and support are amazing!

Kate Johnson is a trusted professional who leads these workshops with passion and keeps an interest in the graduates through follow up and suggesting additional workshops. Kate is a trusted advisor whose help has been invaluable during changing corporate times.

N/A

WMF was game-changing for me in so many ways. I learned so much about myself during the course. It was not therapy, but it was very therapeutic. I can't imagine where I would be today without having taken the course.

Many thanks again for the great session 4 years ago. Yesterday I actually received a reminder from Google that it was exactly 4 years ago, and I have great memories about it, about Susan's no-nonsense and dynamic talk that boosted all of us, and of our great group of ladies. Thank you!

These courses are the most important courses I have ever participated in. Susan's insight & intelligence helped me see & understand things in a new way. She gave me the courage to change my work & life. I adore her.

Hope Susan and John see & recognize the impact they've had on so many people. Thank you for your (continuing) life works.

Susan is an excellent person and provides quality training to help women move inside corporate structures. I am so happy that I was selected to take the training and accepted the challenge. Susan has continued supporting and helping me thru the years and I consider her a dear friend. Z Generation made up of a lot more self employed entrepreneurs or working for the betterment of the globe climbing a corporate ladder. How can Women Moving Forward support them in their careers?

I really did enjoy the class, there just wasn't anything else to do or work on or build upon once it was over

I am so very happy I was nominated for this course, it truly has helped me make some beneficial life changing moves.

Thank you for everything your group does, especially the persistence for keeping in touch with alumni. I had fell out of touch with Lorrie and colleagues due to challenges within work and my personal life, and have recently reconnected. I feel rejuvenated and re-inspired after revisiting my experience.

Not now.

Women Moving Forward was amazing and life changing for me. It was also incredibly hard work - in the course and after. And worth every bit of effort.

I found WMF to be very impactful for me and I hope to be able to take the Advanced course in the near future

Thank you.

No

Thank you for this great training which has helped me accept a personal issue and move on
Keep up the great work!

No

I feel blessed to have learned from Susan!

Fantastic course for women to invest in themselves

pi loved the course, wish more people could take it as i benefitted so much from it.

It was a tremendously impactful experience and I would suggest all women take this course as well as Advanced WMF

N/A

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