

Needs Assessment Instrument Design

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To prove that traditional training methods alone are unable to fill leaders' skill gaps a survey will be sent out to university managers and leaders assessing their knowledge of technology and other mediums used for learning. Currently, leaders complain about traditional classes and not having enough time to attend courses, but are aware of the need for leadership skills and training. With the organization's desire to have the tools available for employees to gain key leadership skills needed to strengthen performance, a new approach to learning needs to be implemented. It is vital for the organization to understand the value of its leaders encompassing the skills needed to be successful and being able to reach the organization's goals. The data provided through this assessment will identify alternate methods that could be implemented for learning in this organization's environment.

Leaders and managers will be asked to provide information on their availability, current learning methods, knowledge of technologies, and current use of popular technologies. Technology now is prominent in our society and it is important to evaluate where the organization currently is and how we are to integrate new methodologies to leaders. As an assessment of the organization's leaders is made, the level of assistance needed to integrate modern technologies to learning will be determined. In order for an innovative approach to be executed, a process must be placed that will maximize both the organization and employee efficiency for success. The data collected should determine which method will be most susceptible to leaders.

Leadership Skills Assessment

Directions: Please answer each question below and circle the answer that best represents you:

1. How often to you attend live trainings?

- a. Very Frequently b. Frequently c. Occasionally
d. Rarely e. Never

2. How often do you use the web?

- a. Very Frequently b. Frequently c. Occasionally
d. Rarely e. Never

3. What types of features do you have on your cell phone?

- a. Text b. Web c. Data
d. None e. Text +Web + Data

4. How interested are you in receiving training online?

- a. Very interested b. Interested c. Sometimes interested
d. Seldom interested e. Not interested

5. How comfortable are you with technology?

- a. Very comfortable b. Comfortable c. Sometimes comfortable
d. Seldom comfortable e. Not comfortable