

# Survey Post-Forum: Businesses' Feedback

## SOL France

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**Survey Dates:** July 7 to July 25, 2014

**Method :** Phoning

### Guiding Questions:

1. How did you find the forum?
2. Did you learned from the Forum?
3. What expectations do you feed for SOL?

### I. Summary of feedback

As seen in the quantitative survey, feedbacks are generally very positive:

Good points :

- Alternating small groups / plenary
- Graphic recording
- Integration of youth
- Methodology of sharing in small groups
- The use of silence
- The framework

Bad points :

- - We talked a lot about successes but not difficulties
- - No follow up, access to a community, especially online
- - The use of English was a surprise for many people
- - Three days was perhaps a long format

### II. The most eloquent verbatims

#### Question 1: How did you find the forum?

« Great collective energy, direct exchanges that go straight to the point, it has never been seen in any conference. » (Conseil Général de l'Essonne)

« The confrontation between academic and consultants, who have different but identical short-term objectives, in the long term this is very powerful. » (Baxter)

« The multicultural aspect was very rewarding as well as multigenerational: young people who are tomorrow's relay for management, people up and more senior people. We rarely encounter it and we can work on the relay within companies.» (Ferrero)

## Question 2: What have you learned from the Forum?

- I learned a lot of things I did not even know exist. Many of my experiments groping found a theoretical framework at the Forum. *(Baxter)*
- We are already an innovative team, and the Forum has strengthened us to go against the difficulties of the competitive world in which we live. *(CG Loire Atlantique)*
- The interest of the Forum is to feel part of a community of precursors on all managerial aspects. That lets you know that you should not give up, that we are on the right track. I came out with greater trust in me on leadership and co-leadership aspects.» *(Ferrero)*
- I learned to better understand the changes in society. *(Université Catholique de Lille)*

## Question 3: What expectations do you feed for SOL?

### a. Content to broadcast

It would be interesting to make a synthesis of SOL experiences in order to disseminate it within organizations. *(Université Catholique de Lille)*

### b. Expert speakers

My company is in a large phase of change and SOL provides answers on how to deal with it. *(Baxter)*

## III. Interviews

*ARLETTE P. Regional Director at CNFPT Martinique.*

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## Question 1: How did you find the forum?

English language was a surprise but in fact it did not bother.

*ELODIE V. Innovation center of the General Secretariat at Conseil Général de l'Essonne*

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## Question 1: How did you find the forum?

Great forum, amazing! It surpassed what I could imagine. Powerful frame. Really powerful experience; the arrangement of sequences allowed us to really meet and begin to challenge us.

I spotted a lot of methodologies, practices. I loved the theoretical contributions.

*CARINE G. Human Ressources Director at Conseil Général de L'Essonne*

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### **Question 2: What have you learned from the Forum?**

I enjoyed Adam Kahane (Power and love). I implemented his lessons very quickly and I raised awareness to my colleagues very quickly.

The workshop New Leadership also brought me a lot. In terms of posture, for assisting managers this is super rich!

*HUGUES A. Director of observation and forecasting at Conseil Général Loire Atlantique*

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### **Question 1: How did you find the forum?**

Many of my groping experiments found a theoretical framework at the Forum.

The confrontation between academic consultants and contractors with various short-term goals, but with same long-term goals was very powerful.

Graphic recording was great! That allowed others to take advantage of every workshops without participating.

### **Question 2: What have you learned from the Forum?**

Concepts of Power and Love, of "collaborative thinking," help to build a strategy and to convince. It was a very rewarding experience. I have not wasted my time. I had the opportunity to meet other people.

That reassured and comforted me in my choice when I realized that others were applying the same human principles.

### **Question 3: What expectations do you feed for SOL?**

My company is in a large phase of change and SOL provides answers on how to deal with it.

I want to be the ambassador of SOL approach in my business and I was confronted to a lack of content to support my point in front of leaders.

*CORINNE G. Director of Sales at Ferrero*

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### **Question 1: How did you find the forum?**

A real breath of fresh air, an enchantment. Openness, readiness to make contacts, rich testimonials (La Poste, SNCF).

### **Question 2: What have you learned from the Forum?**

I came out with greater trust on me on leadership and co-leadership aspects. As Sales Manager, I militarily manage salespersons but it is not my leadership style. As I am a collaborative person, I often faces disciplinary guidelines and visions. We need it but the forum gave me a vision of leadership in its ability to show different profiles. We can get out of the "hero leader" and it does not necessarily scare me.

We can be on the right way with avant-garde and difference. The interest for me was to felt part of a community of precursors on all managerial aspects.

I have collected ideas: shared long-term vision, organizations. I inject it into my way of sharing. Thanks to M. Bailly, I inject a shared long-term vision, steps to ensure adhesion, pedagogy relays, dialogue, taking time ... This lets you know that one should not give up, that we are right and that we are on the right track.

### **Question 3: What expectations do you feed for SOL?**

The multicultural aspect is very rewarding, as well as the diversity of seniority: young people who are tomorrow's relay for management, people up and more senior people. I rarely encountered it and we can work on the relay within companies. Multigenerational is a real issue. How to create link in all this, how the middle generation can be belt, it is very important.

*JEAN-MARC A. Director of Services at Université Catholique de Lille*

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### **Question 2: What have you learned from the Forum?**

I learned to better understand the changes of society. Alain de Vulpian modeled together well.

SOL enables to keep an open eye, prospective on organization; interesting to have viewpoints, find experienced methods, which are not too academic theoretical models.