

Common Purpose Survey 2009



Common Purpose Survey 2009

Common Purpose Survey 2009

Table of Contents

Common Purpose Survey 2009 Demographic Profile
Drill-down Demographic Analysis
Statement-level Results by Drill-Down Demographic
Focus Areas
Comments by Members of Common Purpose Survey 2009

Appendices

Response Rates

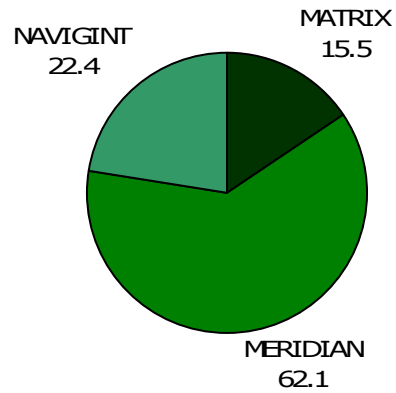
Common Purpose Survey 2009

Common Purpose Survey 2009

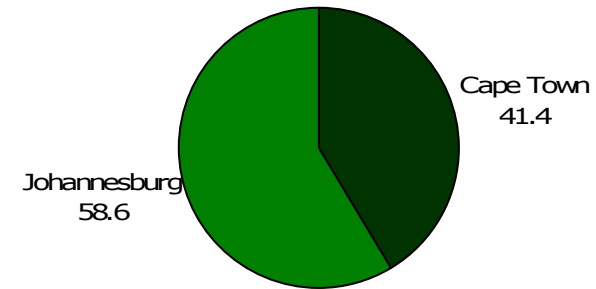
Demographic Profile: Common Purpose Survey 2009

2009 n=58. The composition of participants of Common Purpose Survey 2009 in terms of what percentage of the members belong to different demographics is visually represented.

Programme (%)



Location (%)



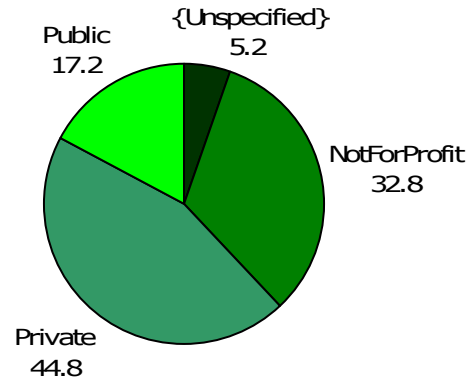
Common Purpose Survey 2009

Common Purpose Survey 2009

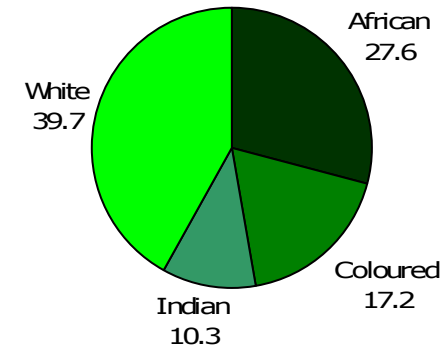
Demographic Profile: Common Purpose Survey 2009

2009 n=58. The composition of participants of Common Purpose Survey 2009 in terms of what percentage of the members belong to different demographics is visually represented.

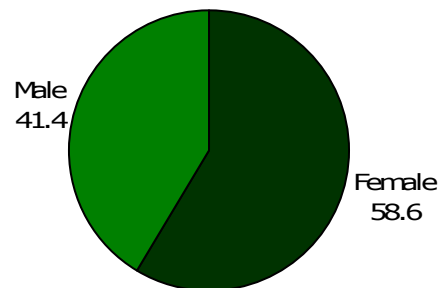
Sector (%)



Race (%)



Gender (%)



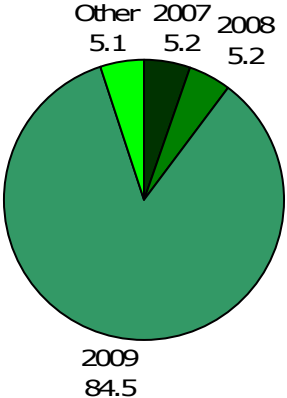
Common Purpose Survey 2009

Common Purpose Survey 2009

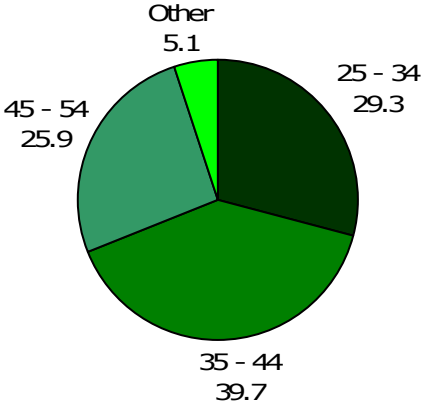
Demographic Profile: Common Purpose Survey 2009

2009 n=58. The composition of participants of Common Purpose Survey 2009 in terms of what percentage of the members belong to different demographics is visually represented.

Year (%)



Age (%)

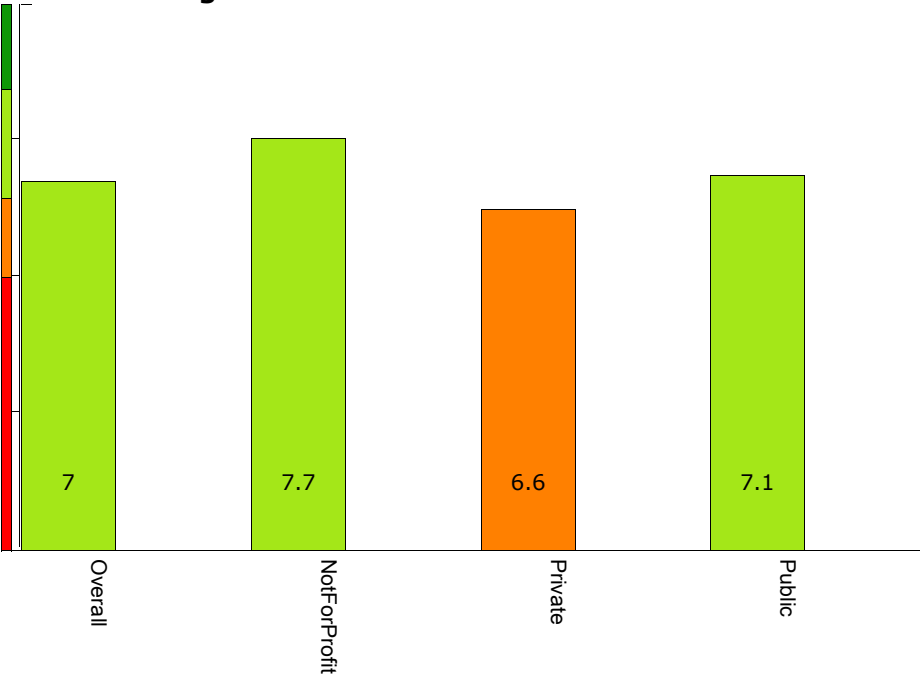


Common Purpose Survey 2009

Common Purpose Survey 2009

Common Purpose Survey 2009: Drill-Down Analysis

Impact Index
Overall Rating



Average Score Classification:

- Highly Impactful (>= 8.6)
- Impactful (< 8.6)
- Average Impact (< 6.8)
- Low Impact (< 5.5)

Common Purpose Survey 2009

Common Purpose Survey 2009

Common Purpose Survey 2009 Table of Statement Scores

2009 n=58

Indicator / Statement

Overall Rating





Please rate to what extent the programme was worth the investment of your time (1 = It definitely was NOT worth it; 10 = It has had a great impact)

Please rate the importance of the Common Purpose graduate network to your success (1=it has had no impact, 10 = It has had a great impact)

If you are now in a different job from when you attended the programme, please state on a scale of 1 to 10 to what extent you believe the change can be attributed to your attendance of the Common Purpose programme (1 = no correlation)

	Sector				
	Overall	Unspecified	NotForProfit	Private	Public
Overall Rating	7.0	6.2	7.7	6.6	7.1
Please rate to what extent the programme was worth the investment of your time (1 = It definitely was NOT worth it; 10 = It has had a great impact)	8.8	8.3	9.1	8.7	8.7
Please rate the importance of the Common Purpose graduate network to your success (1=it has had no impact, 10 = It has had a great impact)	5.6	5.3	6.5	4.8	6.4
If you are now in a different job from when you attended the programme, please state on a scale of 1 to 10 to what extent you believe the change can be attributed to your attendance of the Common Purpose programme (1 = no correlation)	3.8			4.5	

Average Score Classification:

	Highly Impactful (>= 8.6)
	Impactful (< 8.6)
	Average Impact (< 6.8)
	Low Impact (< 5.5)

Answer Scale Used:

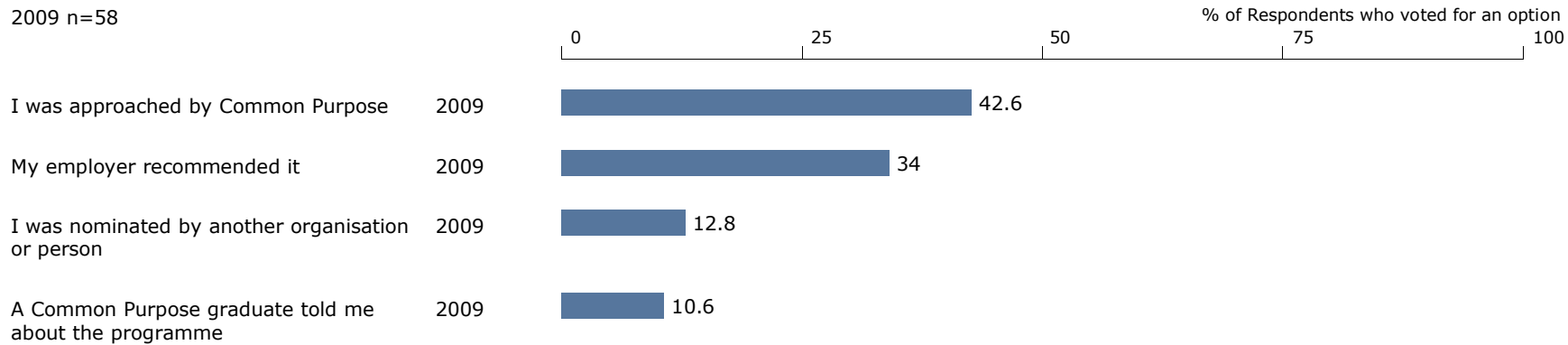
10: 10
 9: 9
 8: 8
 7: 7
 6: 6
 5: 5
 4: 4
 3: 3
 2: 2
 1: 1

Common Purpose Survey 2009

Common Purpose Survey 2009

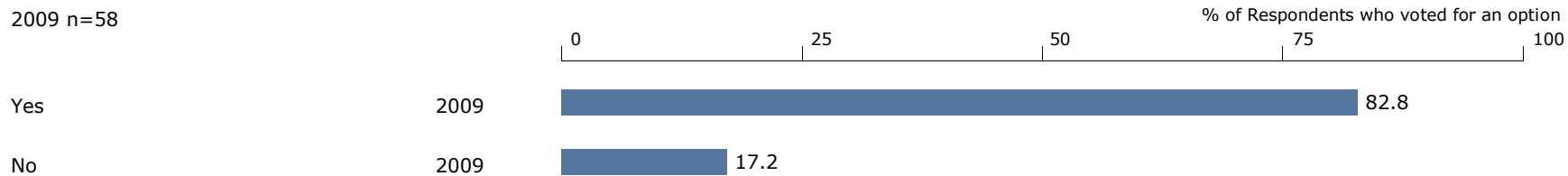
How did you first hear about Common Purpose?

2009 n=58



Did you initially think of the programme as one that might help you to develop as a leader?

2009 n=58

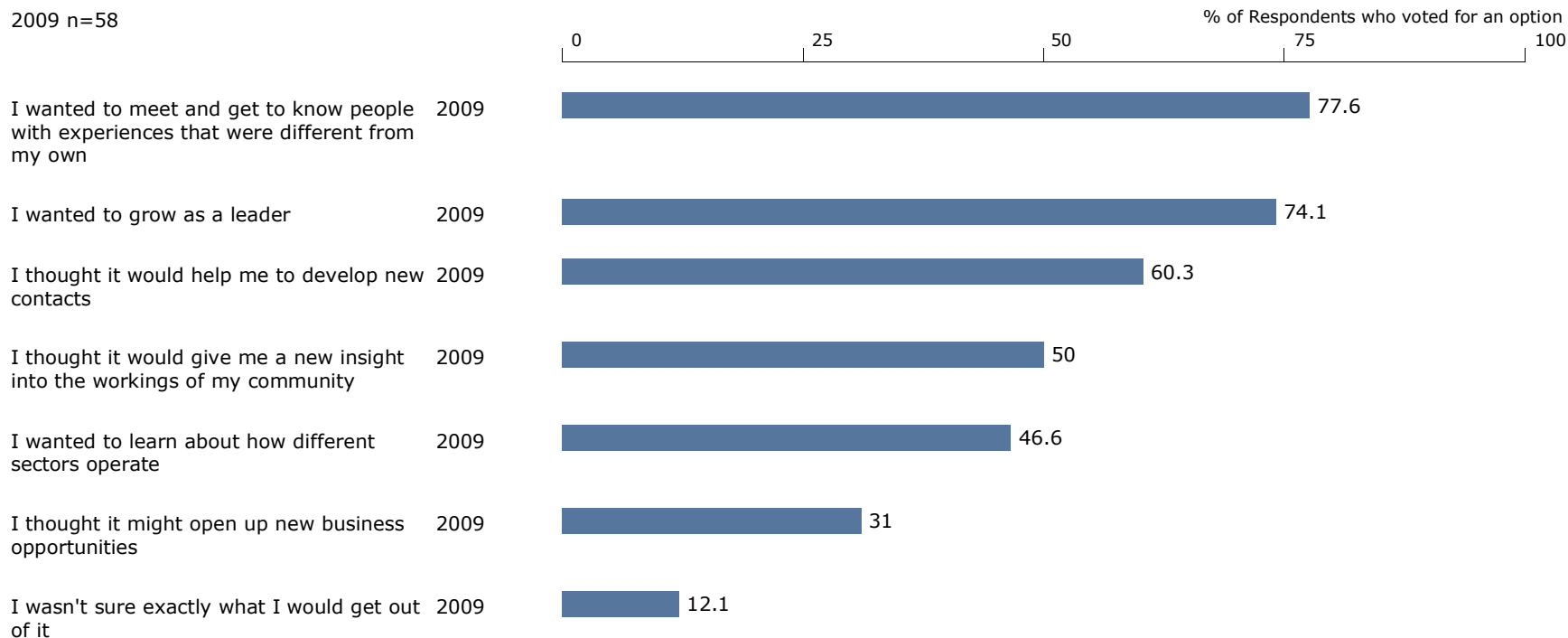


Common Purpose Survey 2009

Common Purpose Survey 2009

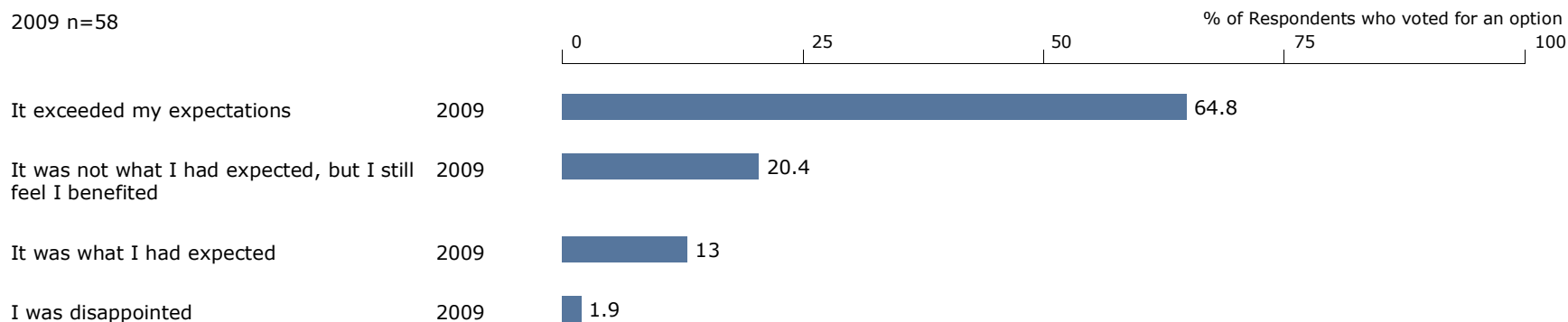
What did you hope to gain from your participation in the programme?

2009 n=58



How did your experience of the programme compare to your expectations?

2009 n=58

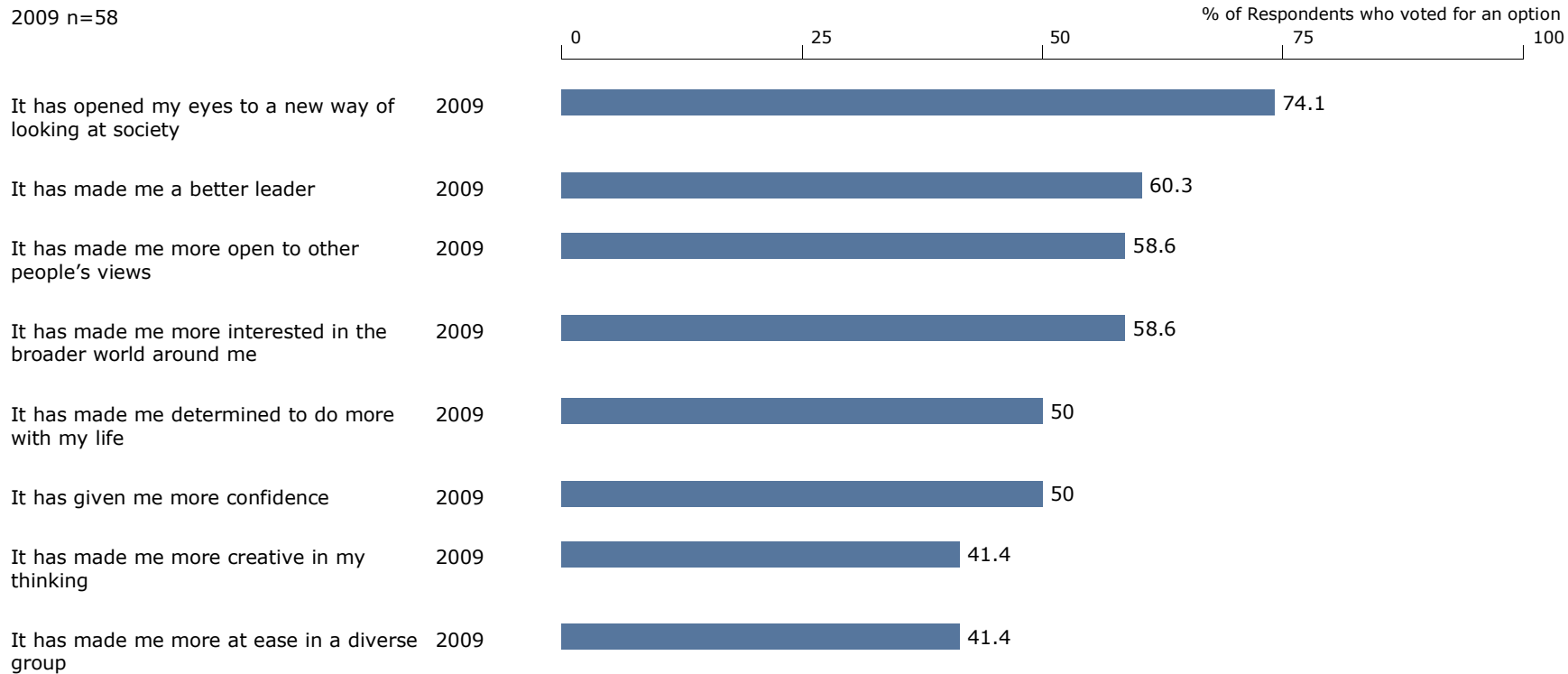


Common Purpose Survey 2009

Common Purpose Survey 2009

In what ways has Common Purpose changed you personally?

2009 n=58

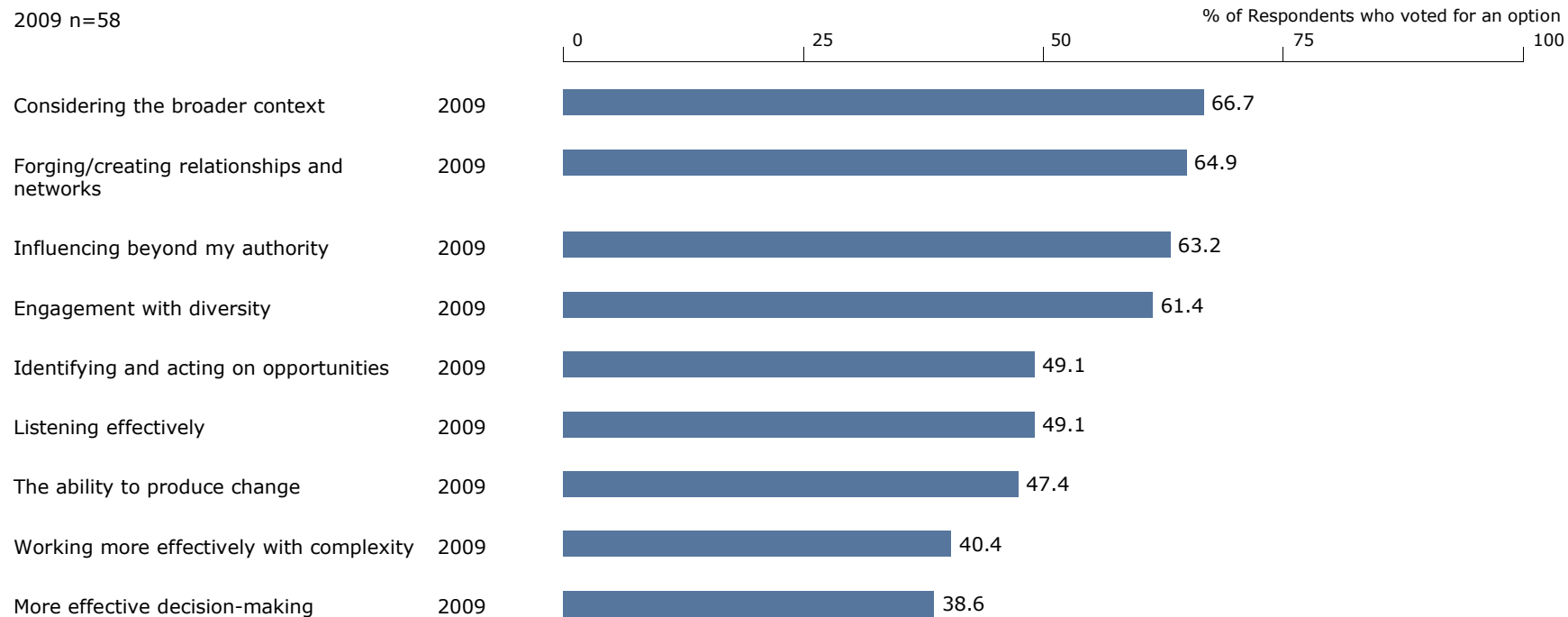


Common Purpose Survey 2009

Common Purpose Survey 2009

Common Purpose programmes are developed around specific leadership skills and competencies. Which, if any, of these did you feel you gained from the programme?

2009 n=58

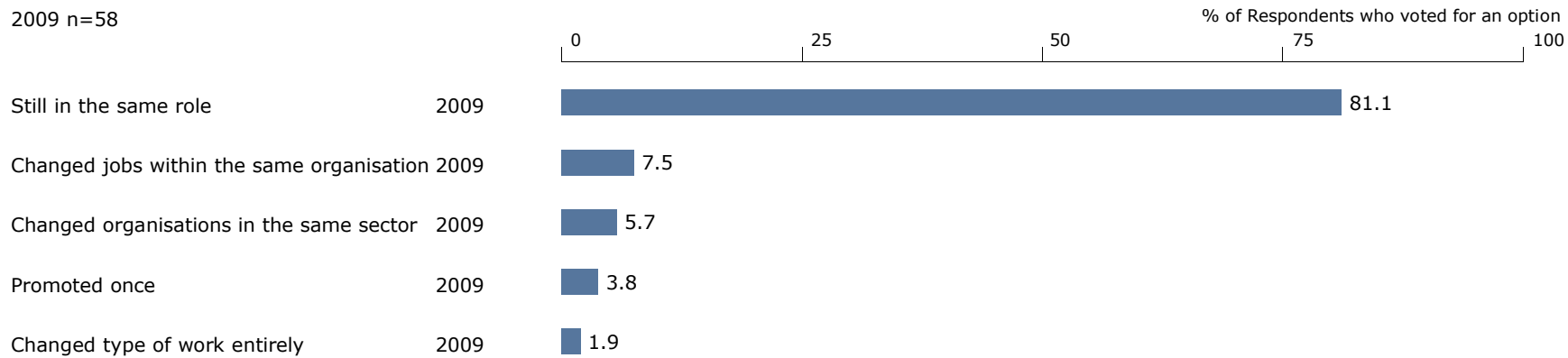


Common Purpose Survey 2009

Common Purpose Survey 2009

Please describe your career progression since attending the Common Purpose programme:

2009 n=58

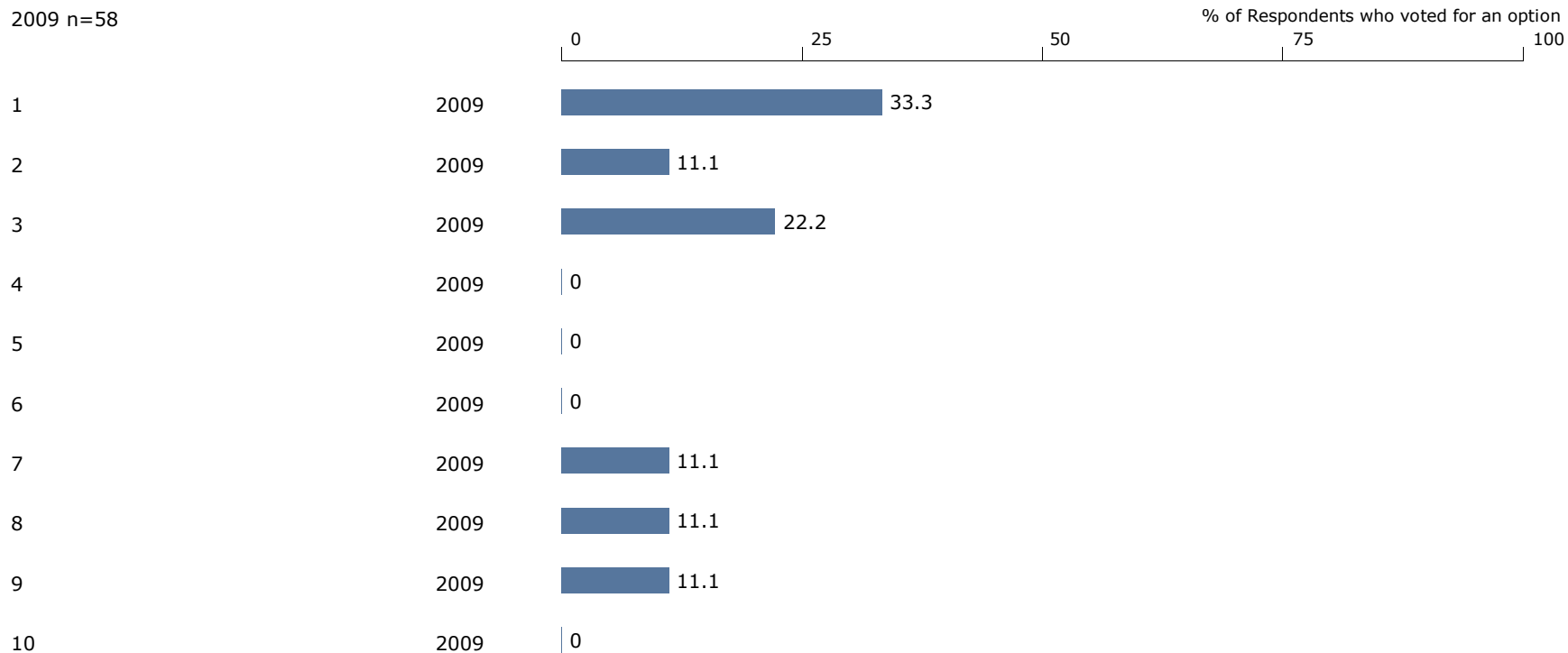


Common Purpose Survey 2009

Common Purpose Survey 2009

If you are now in a different job from when you attended the programme, please state on a scale of 1 to 10 to what extent you believe the change can be attributed to your attendance of the Common Purpose programme (1 = no correlation)

2009 n=58

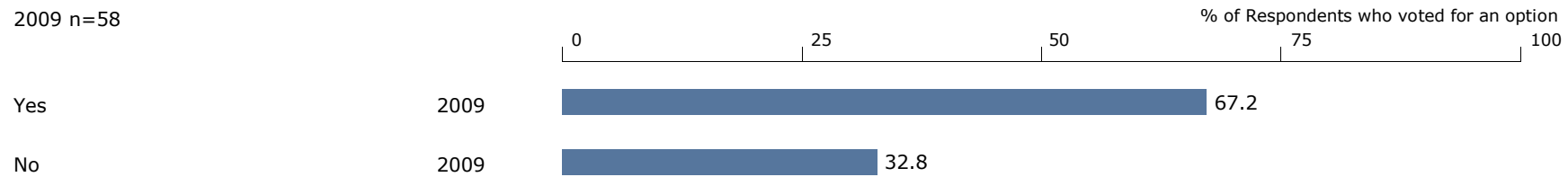


Common Purpose Survey 2009

Common Purpose Survey 2009

Did your participation in Common Purpose lead you to make any significant changes in your life?

2009 n=58

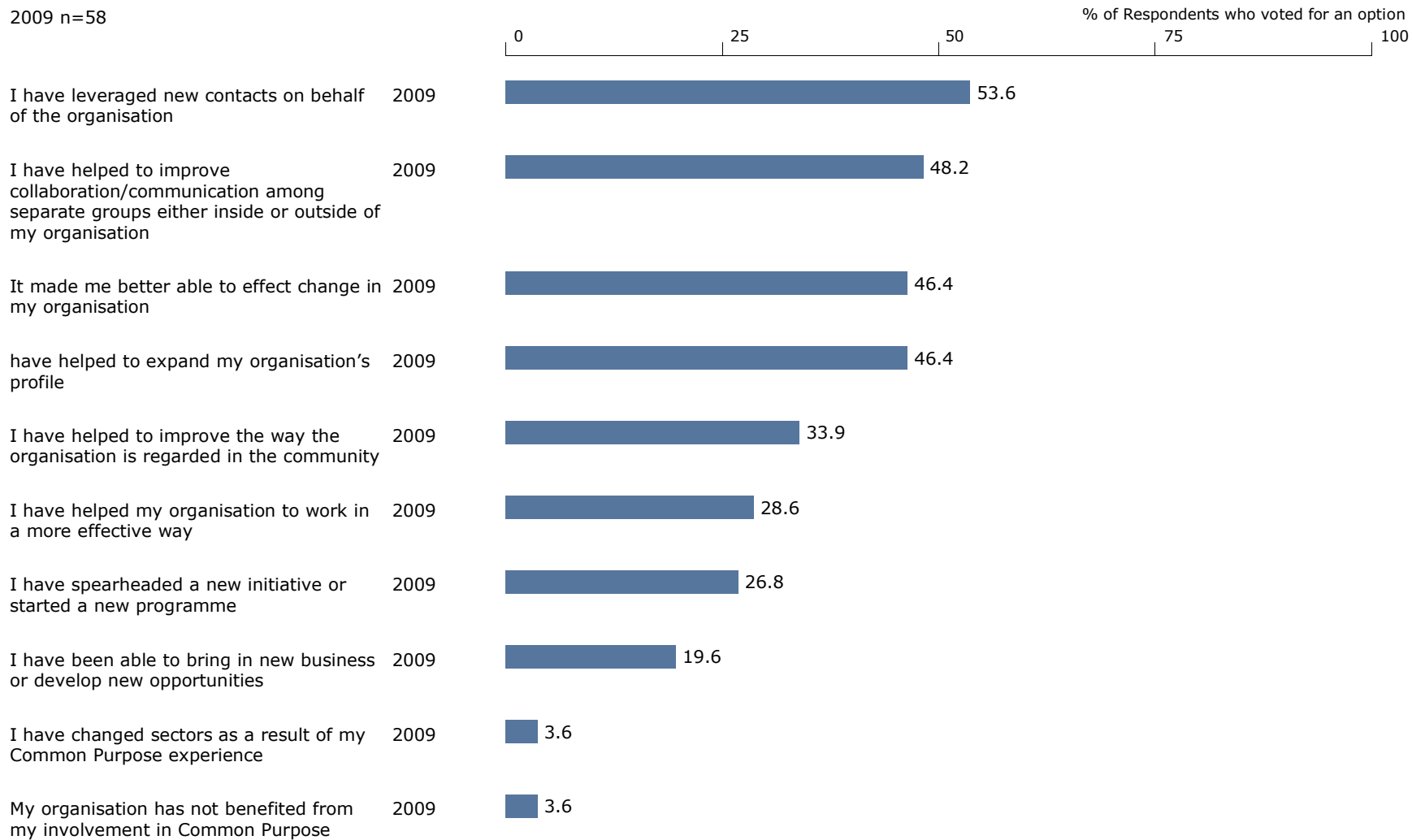


Common Purpose Survey 2009

Common Purpose Survey 2009

Has your organisation benefited from your participation in Common Purpose in any of the following ways?

2009 n=58

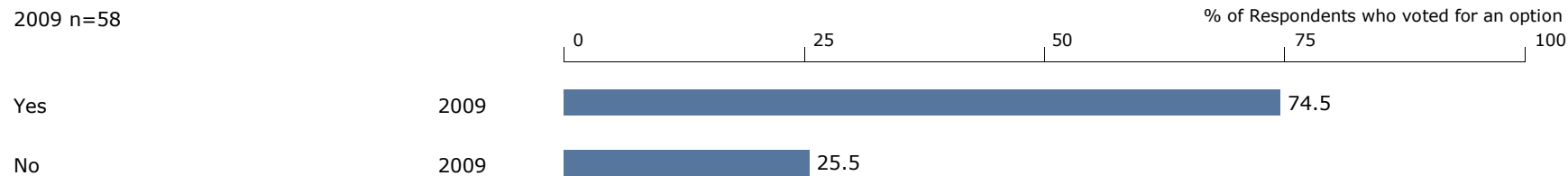


Common Purpose Survey 2009

Common Purpose Survey 2009

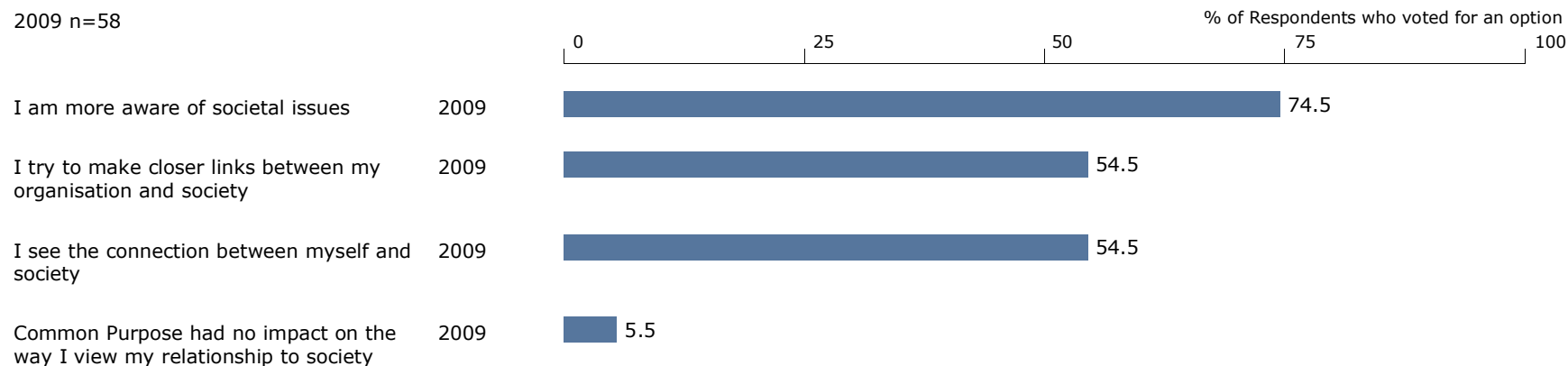
In your opinion, has the programme enabled you to add value to your organisation's bottom line?

2009 n=58



How did your participation in Common Purpose change the way you view your relationship to society?

2009 n=58

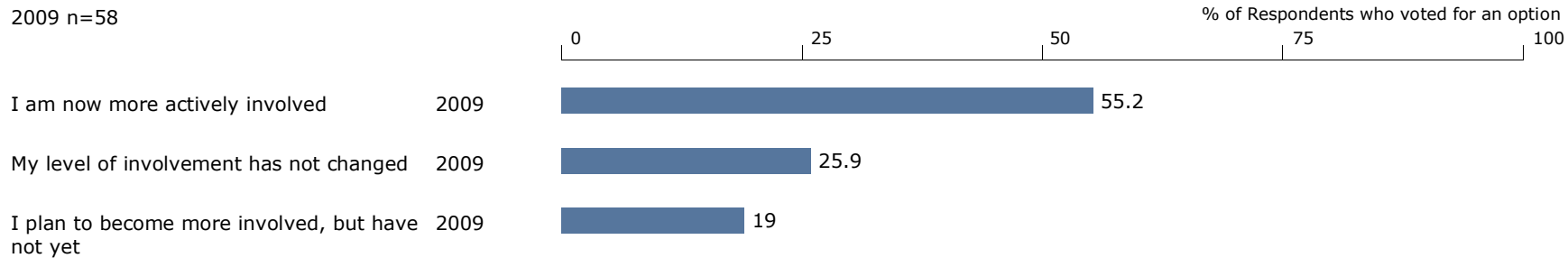


Common Purpose Survey 2009

Common Purpose Survey 2009

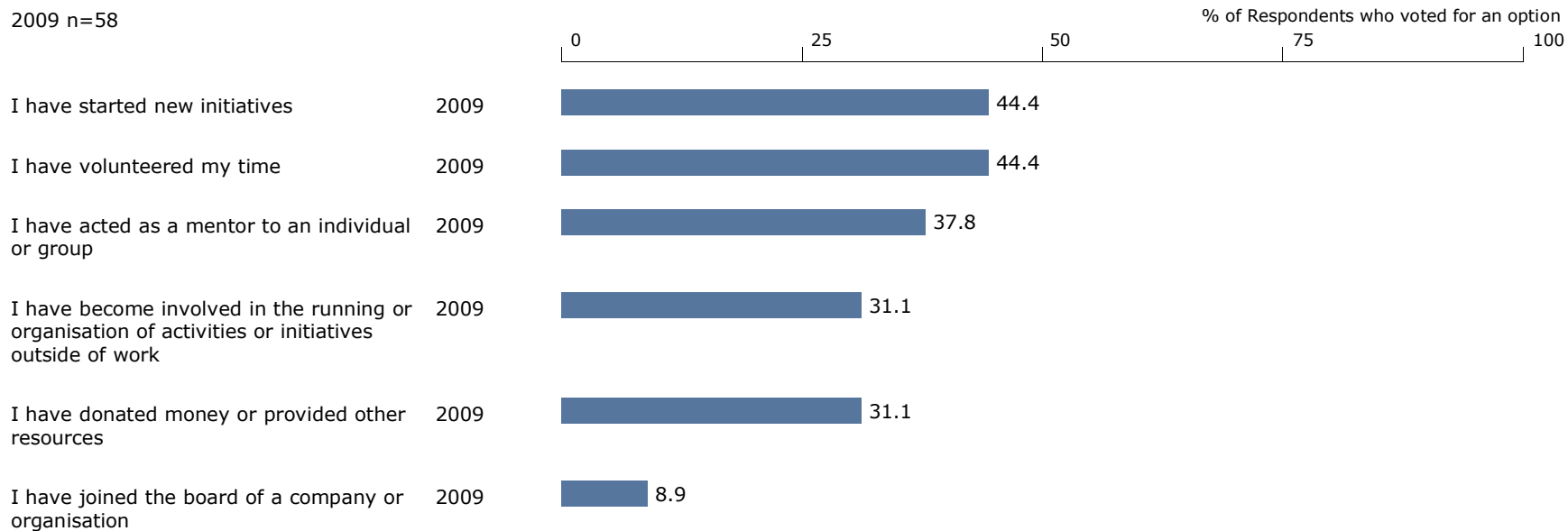
How did participation in your Common Purpose programme affect your involvement in society?

2009 n=58



If you have become more involved since participating in the Common Purpose programme, in what ways have you done so?

2009 n=58

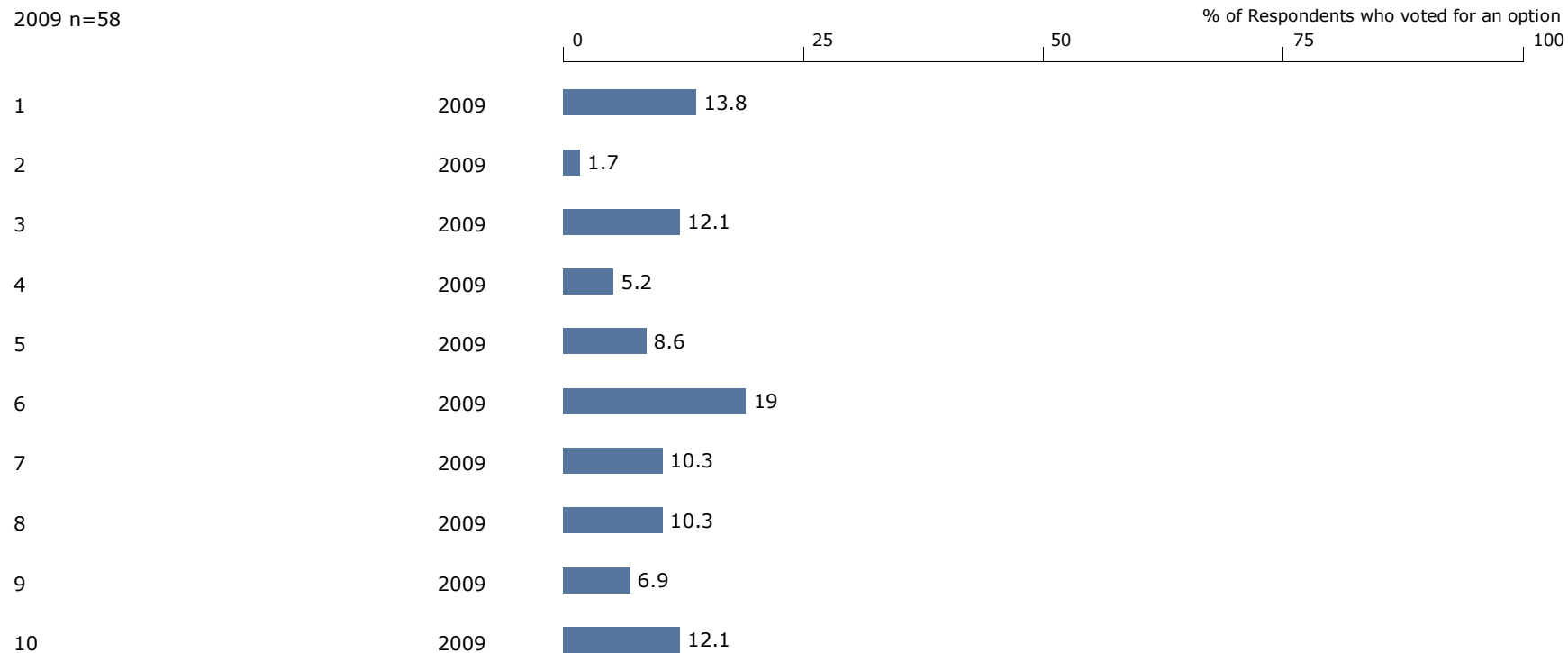


Common Purpose Survey 2009

Common Purpose Survey 2009

Please rate the importance of the Common Purpose graduate network to your success (1=it has had no impact, 10 = It has had a great impact)

2009 n=58

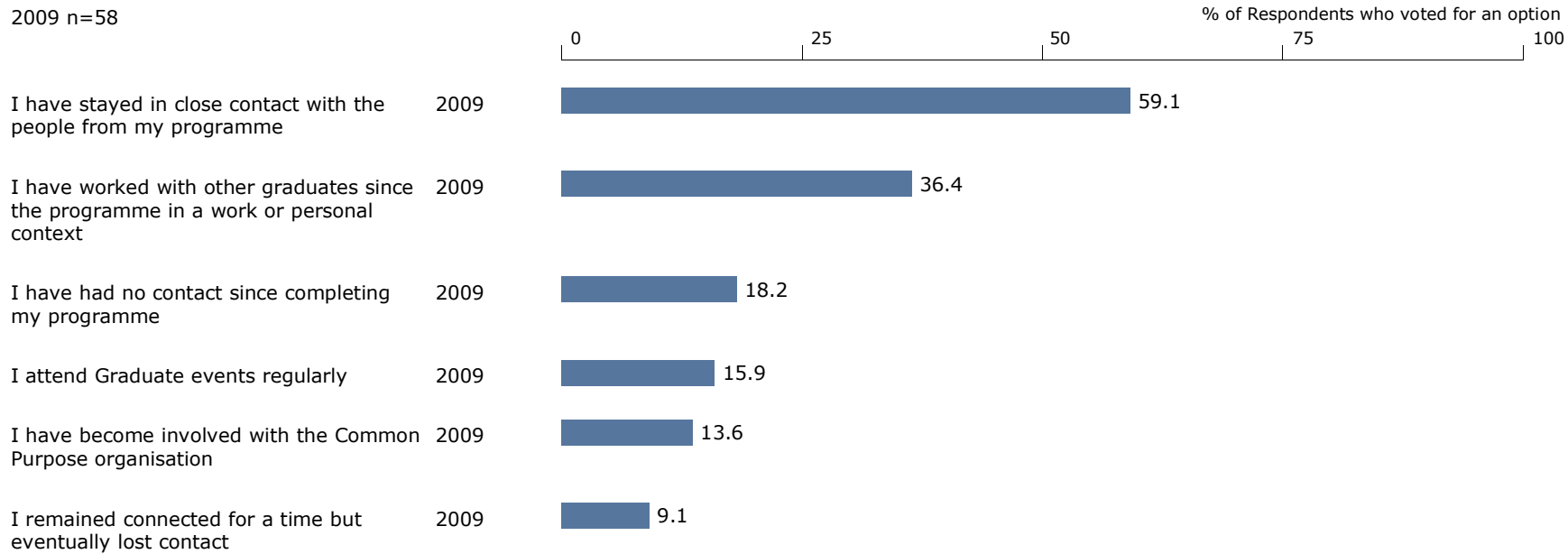


Common Purpose Survey 2009

Common Purpose Survey 2009

How would you describe your level of involvement with Common Purpose since you completed your programme?

2009 n=58

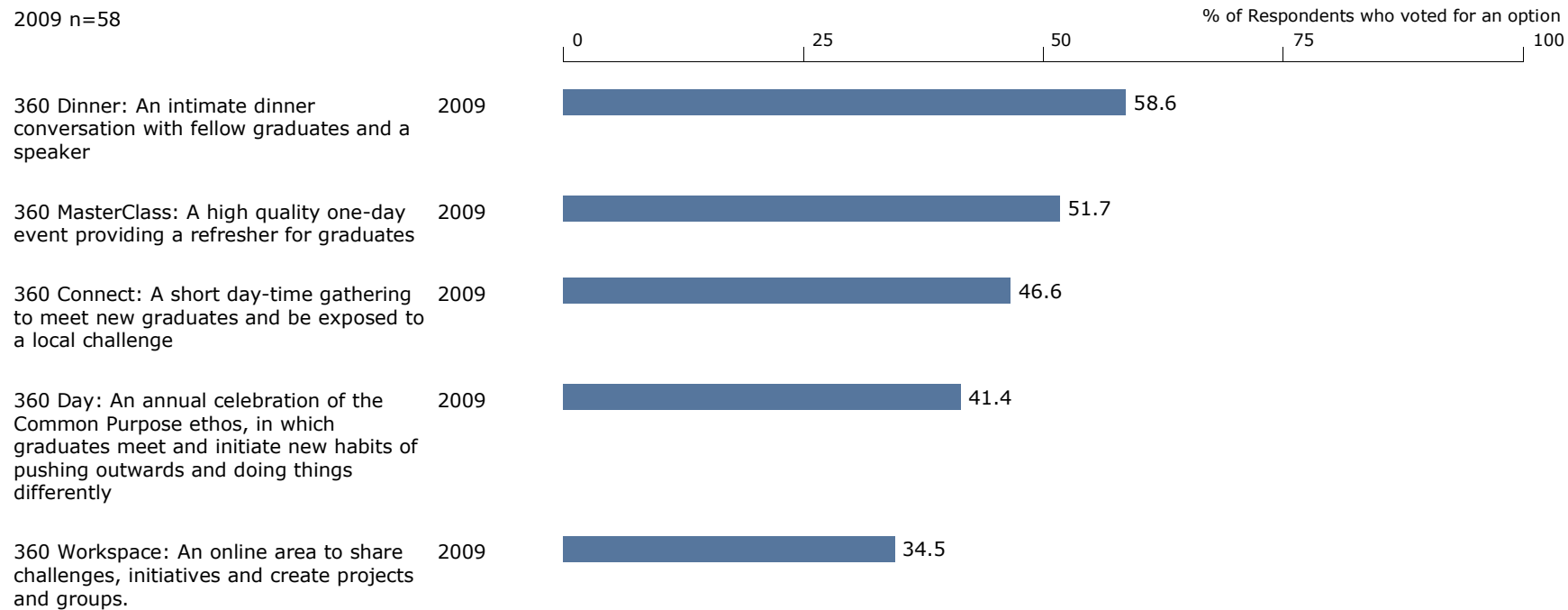


Common Purpose Survey 2009

Common Purpose Survey 2009

Which of the following Common Purpose post programme options appeal to you?

2009 n=58

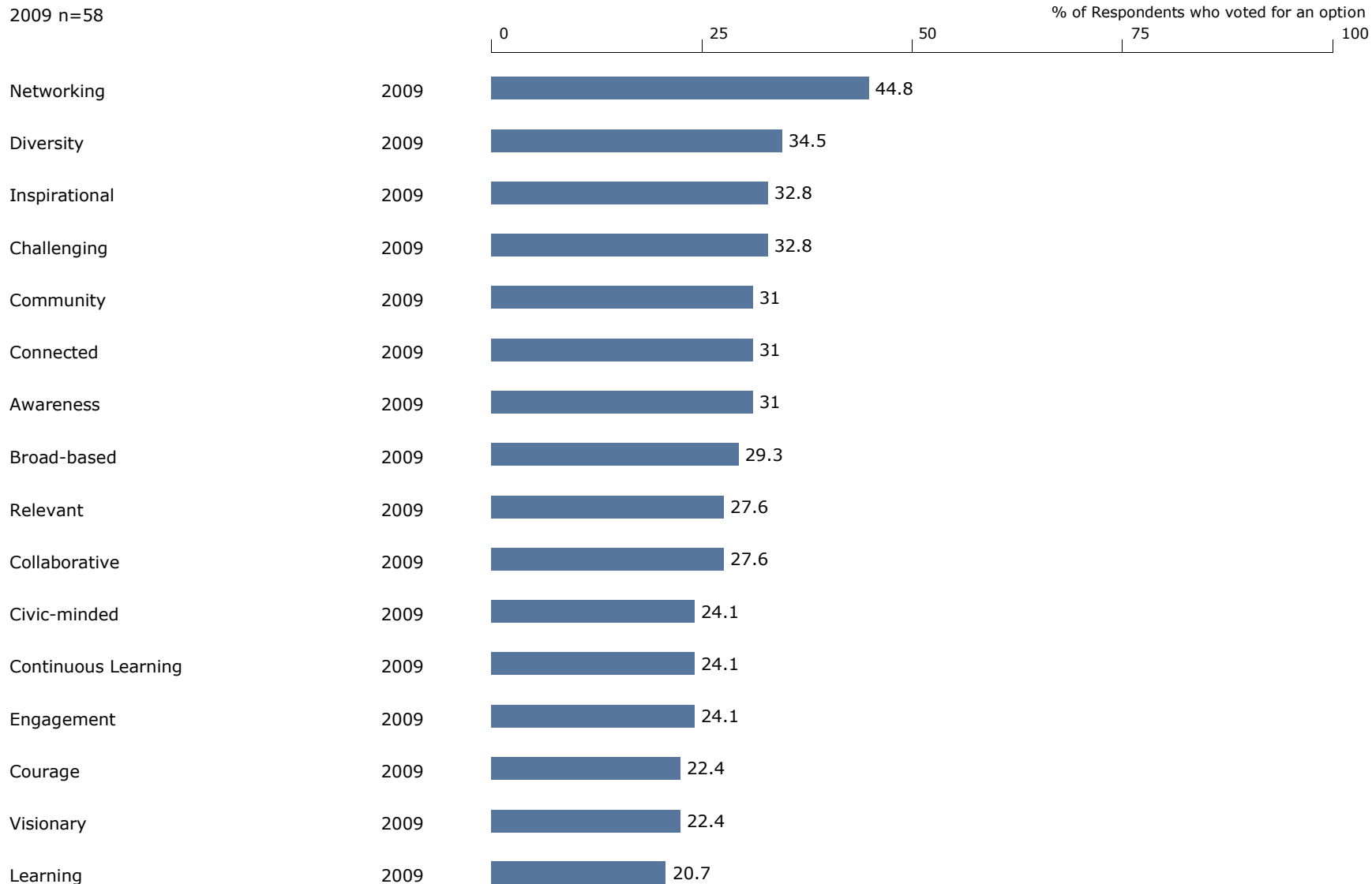


Common Purpose Survey 2009

Common Purpose Survey 2009

From the list of words below, please select up to 10 that you feel best describes the Common Purpose Programme CURRENTLY

2009 n=58

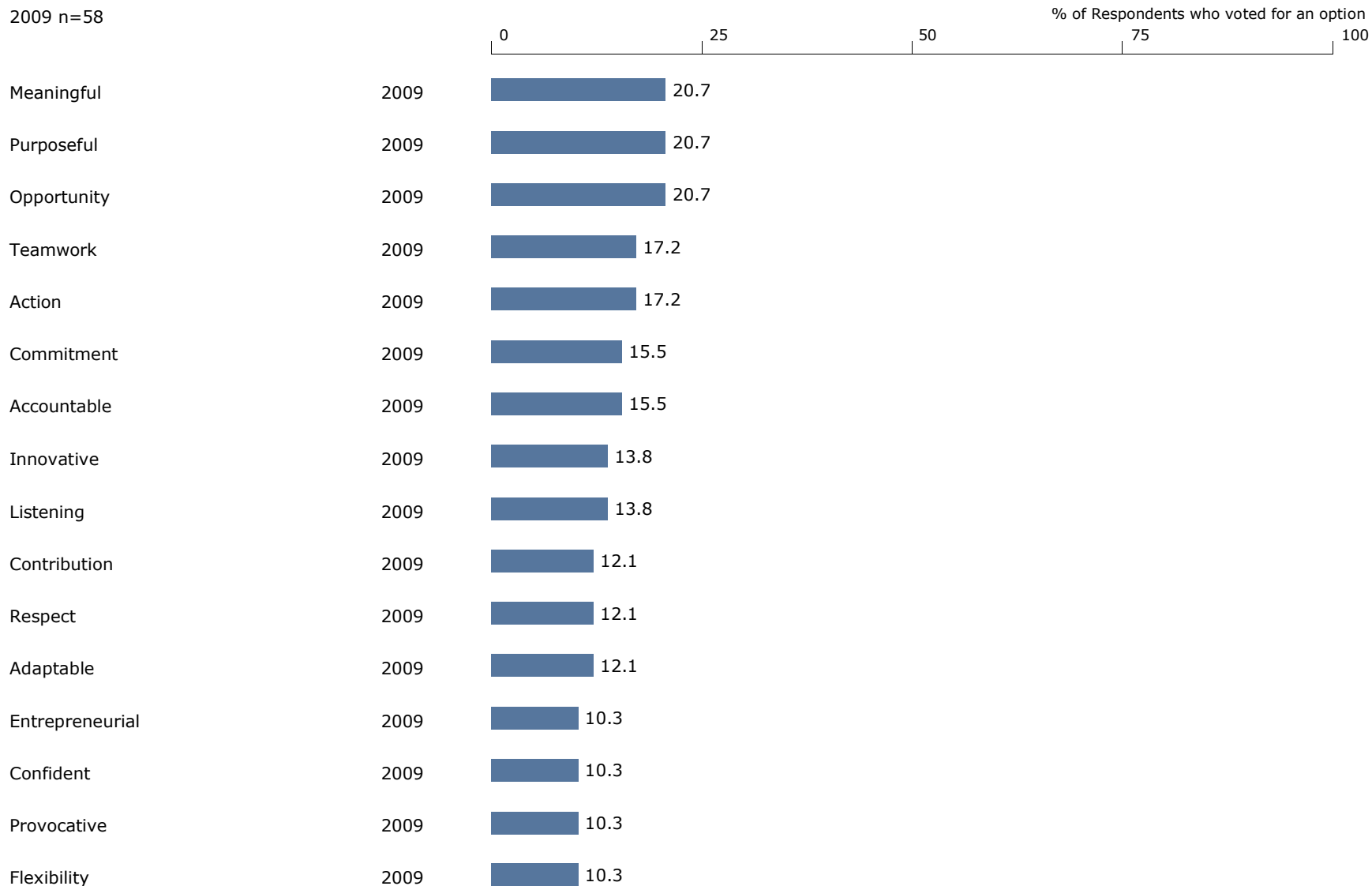


Common Purpose Survey 2009

Common Purpose Survey 2009

From the list of words below, please select up to 10 that you feel best describes the Common Purpose Programme CURRENTLY

2009 n=58

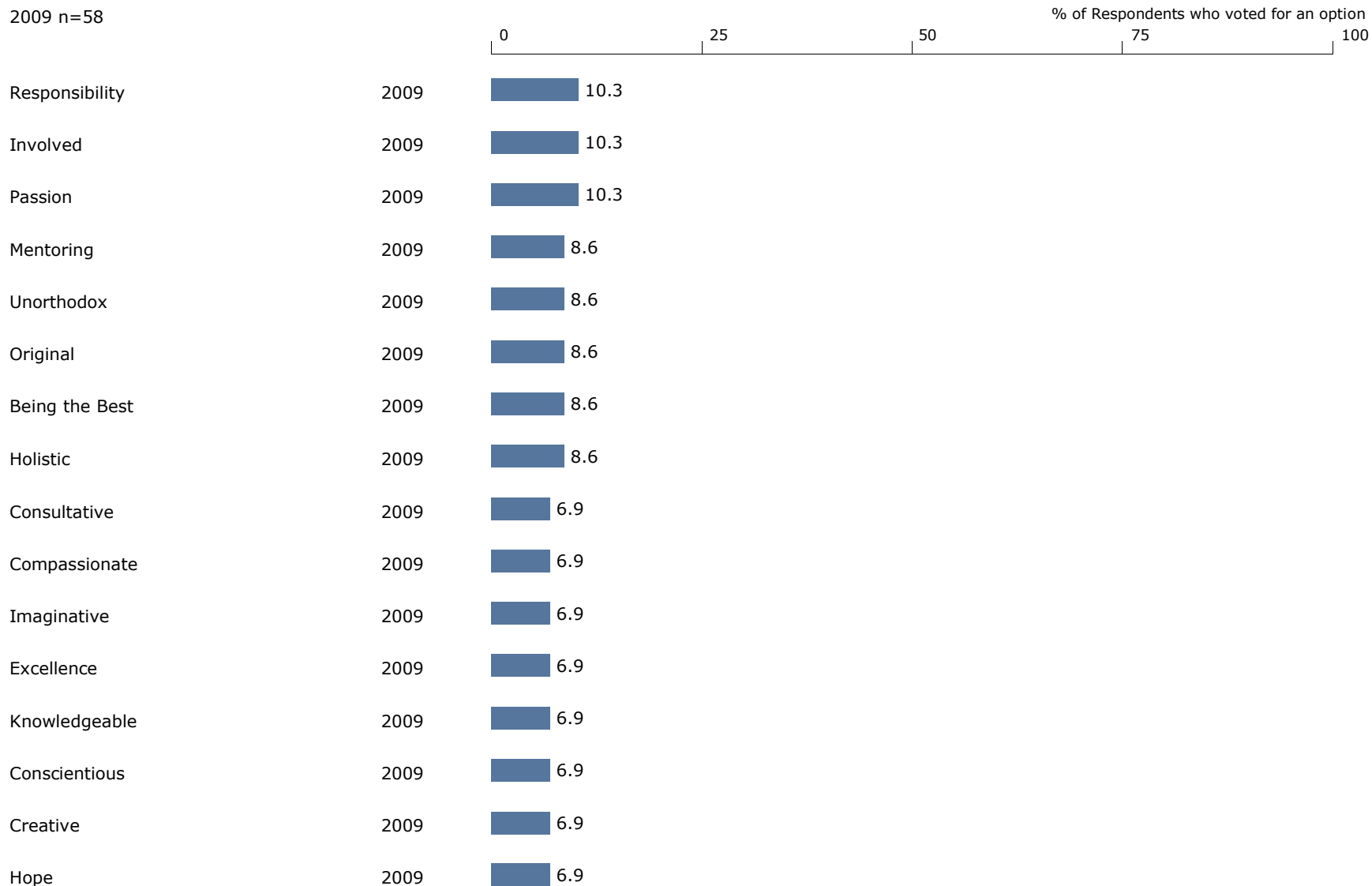


Common Purpose Survey 2009

Common Purpose Survey 2009

From the list of words below, please select up to 10 that you feel best describes the Common Purpose Programme CURRENTLY

2009 n=58

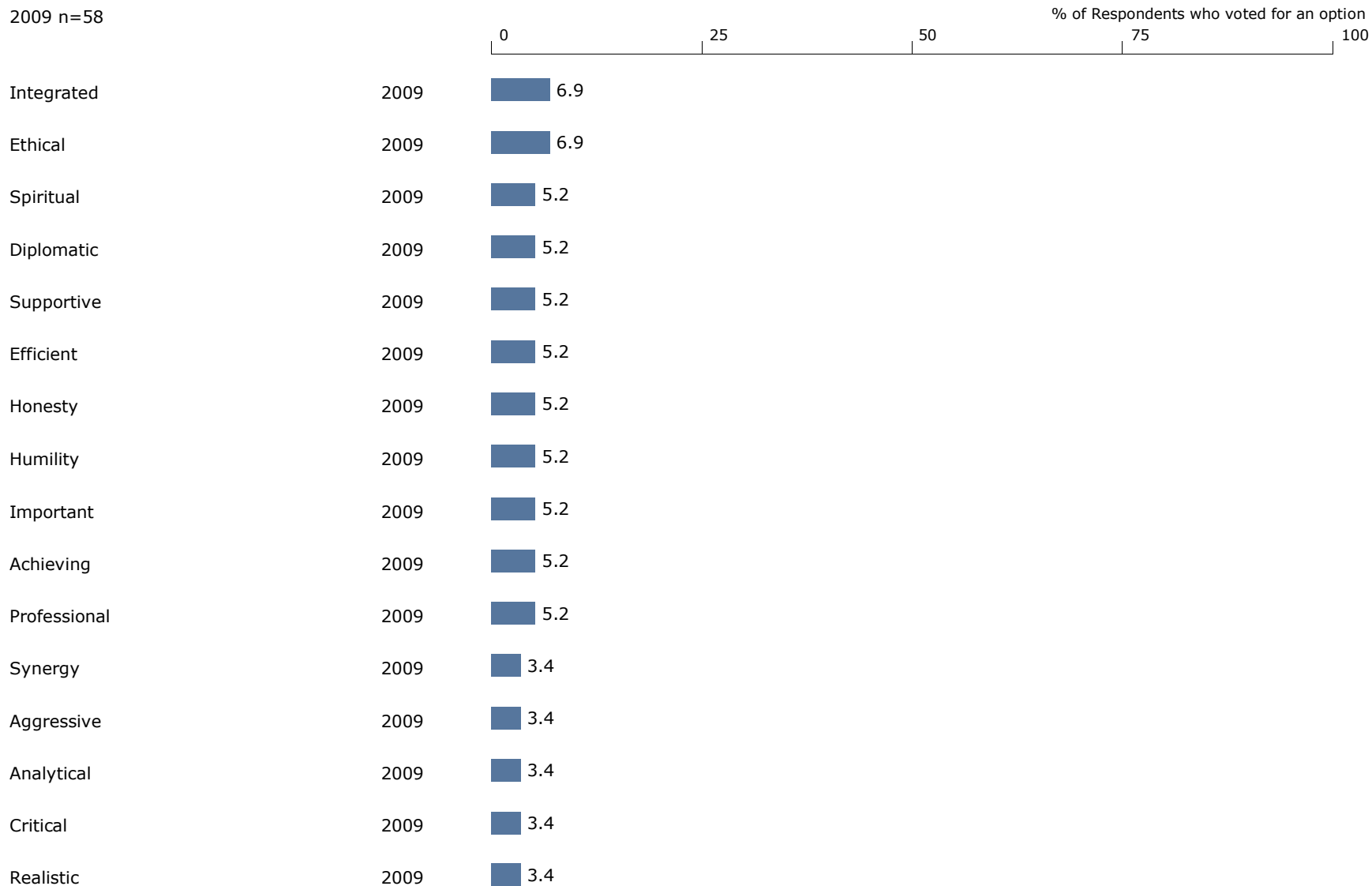


Common Purpose Survey 2009

Common Purpose Survey 2009

From the list of words below, please select up to 10 that you feel best describes the Common Purpose Programme CURRENTLY

2009 n=58

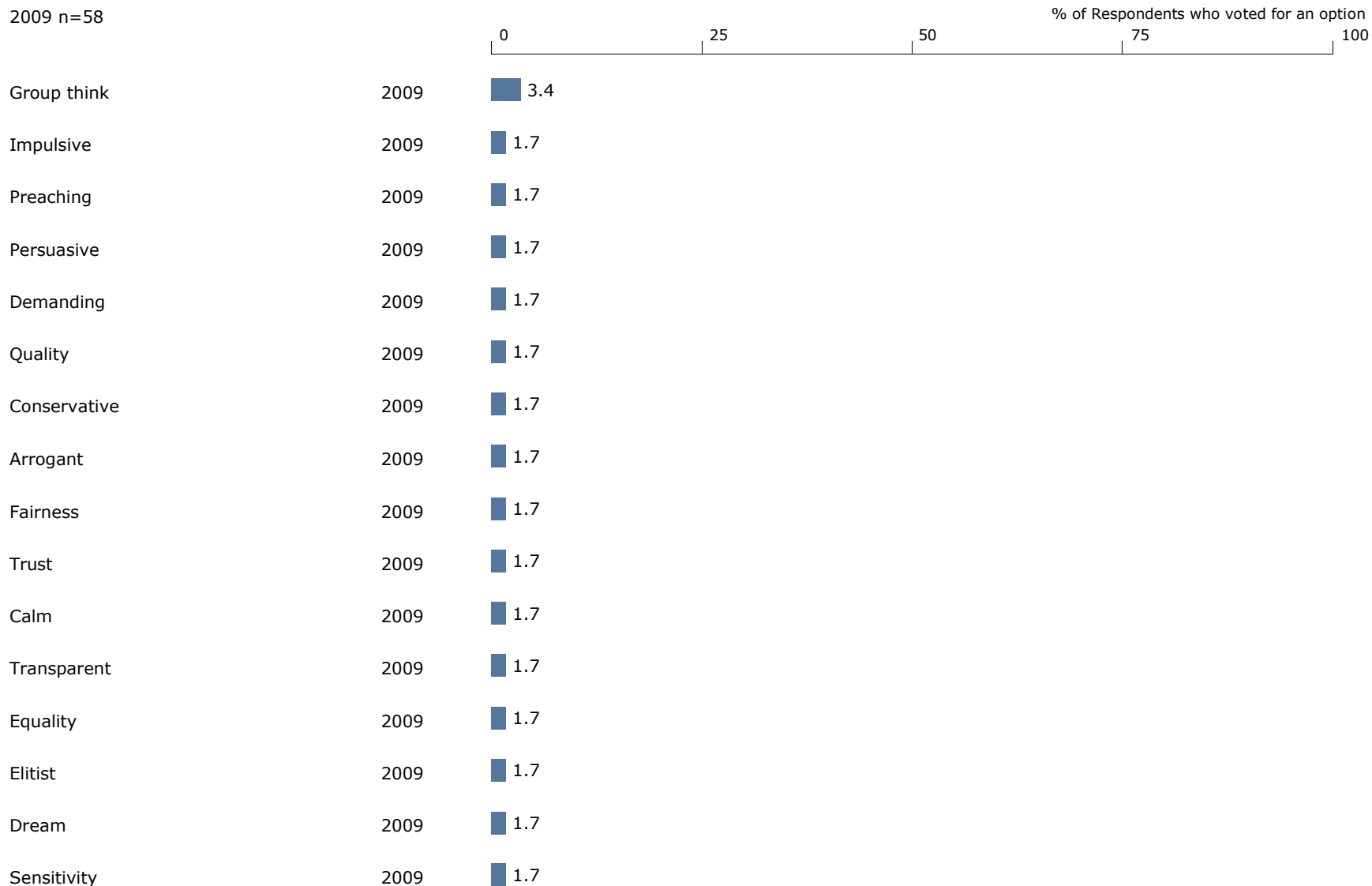


Common Purpose Survey 2009

Common Purpose Survey 2009

From the list of words below, please select up to 10 that you feel best describes the Common Purpose Programme CURRENTLY

2009 n=58

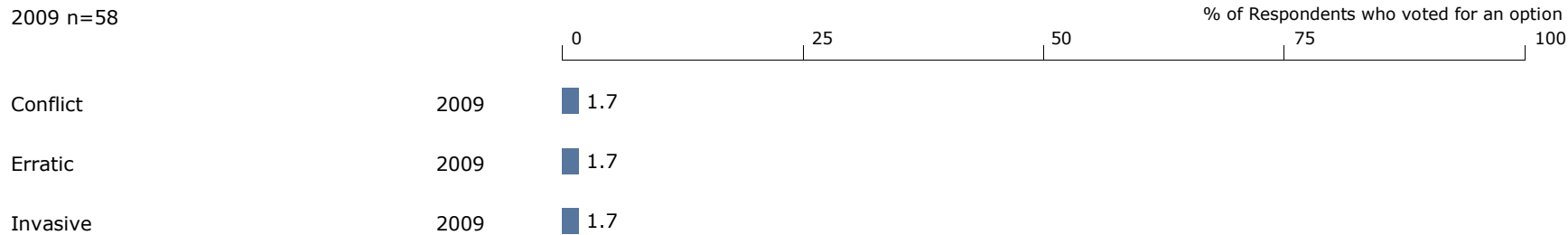


Common Purpose Survey 2009

Common Purpose Survey 2009

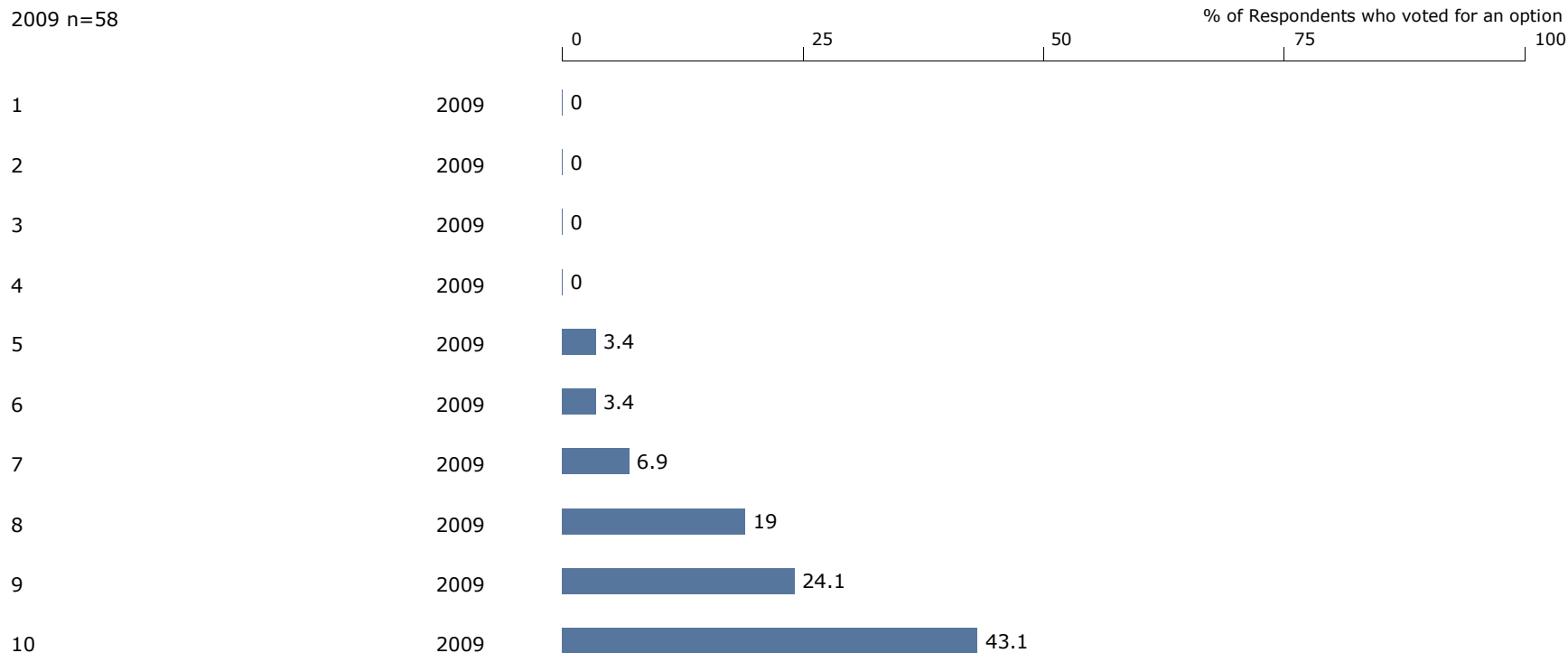
From the list of words below, please select up to 10 that you feel best describes the Common Purpose Programme CURRENTLY

2009 n=58



Please rate to what extent the programme was worth the investment of your time (1 = It definitely was NOT worth it; 10 = It has had a great impact)

2009 n=58

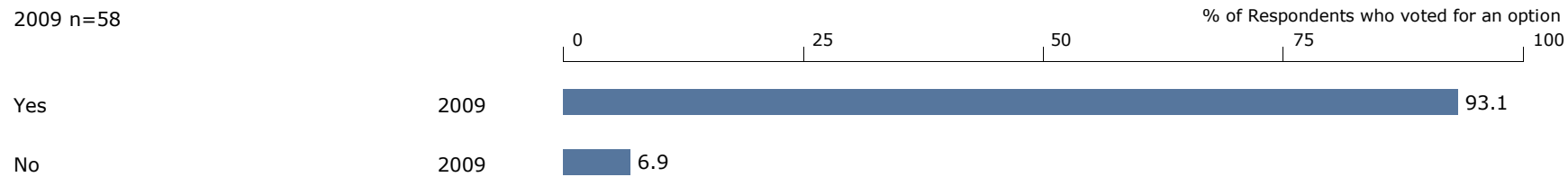


Common Purpose Survey 2009

Common Purpose Survey 2009

Since participating in the programme, have you recommended others to take it?

2009 n=58



Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

Other Ethnic Origin

NotForProfit

- » African American

Private

- » Human being

Public

- » don't know have never been classified in my life

How did you first hear about Common Purpose - Other

{Unspecified}

- » told by employee

NotForProfit

- » the CEO recommended I attend
- » one of the regular presenters at the sessions recommended me
- » I was recommended to do it
- » advertisement in The Big Issue

Private

- » Through Patrick Fitzgerald (a board member) and a fellow director in my firm
- » SAODN
- » won a place on the course
- » Big News (Newspaper)
- » Heard from Common Purpose at Executive presentation
- » Attended a presentation where Barbara spoke about the programme.

What did you hope to gain from your participation in the programme - Other

Private

- » I wanted to grow by having conversations with a variety of people

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

What did you hope to gain from your participation in the programme - Other

- » was seeking insight into the upper echelons of public and private sector leadership, and through engagements with such during the programme, understand better the reason for decisions taken governing the city in terms of social and economic development
- » I am particularly interested in the space between government, business and civil society

Public

- » to understand how similar challenges I faced are dealt with by others

More detail on experience vs expectation

Private

- » My world view has become so much greater as a result of this programme; i feel as if I have grown immensely as an individual and as a professional. I have also met people whom I never would have met.
- » Whilst I would say that it has met my expectations - this fails to highlight that whilst I expected the exposure and opportunities I have had, the impact on me personally could never have been fully appreciated or known but only experienced and this has been beyond what I might have hoped for -yet in unexpected ways
- » I was reluctant to come to what appeared as a "touchy feely" approach to leadership course, but I was surprised but how much more I learnt both about myself and how much I could still learn about how to work with people, be a better "boss" and be a better employee.
- » It was more experiential rather than empirical, which was an excellent aspect of this programme

What programmes, if any, do you think are comparable to Common Purpose?

{Unspecified}

- » I think Common Purpose is unique in their way of operating.
- » with business school leadership programs Gibbs institute leadership programs

NotForProfit

- » this is my first programme of this nature.
- » My first programme of this nature.
- » GIBS Imagination
- » Urban League
- » Don't know of any similar programmes
- » not aware of any
- » I do not know any
- » No programme I know no programme is comparable to Common Purpose.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

What programmes, if any, do you think are comparable to Common Purpose?

» None that I know of.

Private

» I cannot say as I was not exposed to such programmes before, except in school.

» I cannot think of any programmes that offer this kind of development - connections and conversations across sectors embedded in believe that through diversity and challenging each of our own known and familiar ways of seeing and being in the world we groww and are able to develop our impact as leaders in our own spheres of influence - and it is truly a rich and unprecendted opportunity for me to be exposed to broader world views, expereicnes, people, ideas - one for which I am truly appreciative and grateful.

» closest i've found is enablis. there the focus is AA for the entrepreneur. Meridian is AA for the world changer.

» GIBS's business programmes

» No programmes that I know of. But I am starting to encounter more people with a similar philosophy - ie we need to build bridges in uncommon directions to solve common problems.

» None that I know of

» The closest would be Diversity training.

» REOS, They facilitated an event similar to the Quest we had in Cape town.

» There are many guru-based programmes. The ones I am familiar with go further than CP's because they demand more of the participants than sitting and listening to expert knowledge and opinion with minimal time for discussion.

» I do not know of a comparable programme

» I don't know of similar programmes. The Meridian programme is quite different to other leadership-development programmes I have participated in.

» None really. In business school they do a subset of it but not in the packaged nature of Common Purpose

» I don't know of any

» I don't think there are any programs like this

» I think CP is quite unique but that maybe because I am only familiar with formal degree courses in this field.

Public

» I don't know of any.

» Not many. You have a rather unique concept, which clearly works.

» I haven't attended any other programmes that I could compare this one to.

» Not that I'm aware of.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

What programmes, if any, do you think are comparable to Common Purpose?

- » Leadership Development Human Relations Personal Growth
- » Cannot think of any

How does Common Purpose compare?

{Unspecified}

- » holds its own, has a defining advantage in its delivery.

NotForProfit

- » more comprehensive
- » Common Purpose allowed you to understand the issues in greater depth and covered more material. It also gave you the opportunity to build stronger relationships.
- » It was my first in such a program, I can not compare Common Purpose
- » In a class of its own
- » Common Purpose provides a practical and experiential learning. It focuses on various elements in leadership and gets participants to move out of their comfort zone. (As I mentioned above, no programme is comparable to Common Purpose. They all fall short).. Most organisations deal with "management" for "leadership".
- » In A league of its own
- » More practical, less theory

Private

- » Common Purpose, goes an extra mile by inviting community leaders, government, and other stakeholders and creates a platform for generative dialogue.
- » Weakly.
- » With their quality learnings including it's diversity.
- » you cant compare , its unique
- » different objectives. cannot compare
- » It takes to a very different level and has an impact which I think is not always quantifiable.
- » If I am to compare my school experience to my current,one cannot really compare as Common Purpose has done me well.
- » I think it is a wonderful, wonderful process to get a better understanding of the context in which we operate as leaders

Public

- » It is very good at getting all persons to participate
- » cannot compare

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

How does Common Purpose compare?

- » It took me a while to grasp the approach. But now it makes sense.
- » As mentioned above I don't have had enough exposure to any type of leadership courses

In what ways has Common Purpose changed you personally - Feel free to provide more detail

{Unspecified}

- » the consistent exercise on counselling and not advising, talking and listening, the emphasis on the letter especially, anchored in my mind that i am limited as a leaser if i fail to relate and connect with people, if i have more to say than to listen to. this was powerful for me.

NotForProfit

- » It has helped me to face my fears head on, take a lead and belive in myself and capabilities.
- » It has made me to be always striving to be part of the solution and to be free to express my opinions in any setting, even in unfamiliar territory. I am oozing with confidence! Interacting with people from diverse backgroud offers an invaluable experiennce and I have learnt how they operated and identified ways in which our organisation can work together.
- » I no longer see problem in life i always see challenges and have learned to look for solutions instead of creating more problems by complaining.
- » It assisted more on the level of understanding the local community.
- » It has made me evaluate what I am doing with my life, especially in my working environment - where am I making an impact - could my impact be more if I took on some other responsibilities at work. It has also made me evaluate the way I raise my children -- am I exposing them enough from a young age to diversity.
- » Creating relationships and networks and maintaining them
- » The training was provided in a very comfortable and creative way and one had the oppportunity to share issues and experiences and also gain knowledge from participants in different sectors of society.

Private

- » It has made me more courageous, resilient and increased my networks.
- » I feel proud of my heritage and upbringing.It has given me value for my time and I can now practice what I learnt personally and professionally
- » It's about the individuals participation and their interaction with others that determines the success or non- success of the outcome
- » I decided not to let my disappointment deter me and since then have had good interactions with other participants - perhaps because I let go of some things - expectation being one of them.
- » It created new paradigms and gave me greater insights into a diverse range of people, cultures and communities
- » The program has given me confidence to step more fully into the new possibilities I have been thinking a lot about - possibilities which are around social entrepreneurship - creating something innovative and new.
- » It has taken me to several places I would not have taken myself.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

In what ways has Common Purpose changed you personally - Feel free to provide more detail

- » What it does is teach you that the answers are not always where you expect to find them, and that they may not be immediately obvious. Finding the answers may also require challenging conventional wisdom and having the courage to make unpopular decisions.. (I think Eskom should be a CP case study).
- » Wonderful relationships and contacts that will grow beyond Meridian
- » I am a highly skilled technical person at the top of my profession but with very little emotional intelligence. After CP I can see that gap more strongly and I have some tools to change that situation
- » It has radically changed my perspective for the better
- » the primary benefit personally is having access to a greater pool of thinkers. Has given me leadership insights I otherwise would not have had.
- » Having met the people I have met on teh programme and developed contacts;I have the courage to take action on some of the things that I previously feared to.
- » I am totally different from before, I am more determined to succeed in life through the motivation I got from Common Purpose.
- » It has given me greater insight into the public sector and it was a very positive and enlightening experience.

Public

- » It came along at a time when I did not realise how desperate I was for such an experience. I had almost retreated into my own existence.
- » It is amazing how much we take for granted.

In what ways has Common Purpose changed you personally - Other {Unspecified}

- » it has taught me that listening and connecting are key to leadership

NotForProfit

- » it increased my confidence in the future of our country becuase of the people I had been exposed to
- » It has made me more happy with my life
- » I have met the outstanding people who are doing amasing things

Private

- » It has given me direction for my community & citizen development activities

Public

- » It has taught me to stop complaining
- » I understand issues of my city and community much more

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

Common Purpose programmes are developed around specific leadership skills and competencies. Which, if any, of these did you feel you gained from the programme - Other

Private

- » gained some new techniques for addressing challenges. Particularly liked the 'ask questions' approach to tackling challenges as in learning groups.
- » Coherence in my leadership identity; stronger sense of my passions and what resonates for me and where I feel able and compelled to make a difference

Please describe your career progression since attending the Common Purpose programme - Other

NotForProfit

- » Still in the same role, with added other responsibilities
- » Got nominated to sit as a board member in three organisation
- » Saw opportunities networking with my fellow graduates
- » Have been given additional adhoc assignments
- » Moved sideways to make way for my daughter
- » Much more creative and extending my scope within existing role

Private

- » redefining how I work; still to "step out fully"
- » I am a student, haven't started working yet.
- » I work for myself
- » started my business
- » There are possibilities to be in a different role in the near future
- » Just doing it better, and people are noticing

Public

- » I've applied for different job and look forward to working with them. Completely different experience but know I can make it & be a great leader.
- » Have started exploring alternatives.
- » Thinking of changing type of work entirely

If yes, please explain (significant changes)

{Unspecified}

- » I deal with stress better! Much better!

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

If yes, please explain (significant changes)

» to verbalise my plans, ambitions and passions. though i have held and had been working on some of these for some time, they were not shared and remind my providence alone and not of those who would need to decide whether i am worthy for their attainment. i spoke in public of my ambition to be president of the country, and the dream i have of facilitating the resourcing of my former primary school.

NotForProfit

- » I am a better leader and I am more open to change. Lastly I am following through with my decisions.
- » I now approach and deal with issues head on. I believe that through the common purpose programme i have moved out of my comfort zone.
- » TO BE ABLE TO SEE NEW OPPURTUNITES AND CRATIVELY INCOPORATE IN MY WORK
- » I participate more in community meetings and issues
- » Confidence and be happy that there are people who appreciate what i do
- » The change is more within, the way I look at things and challenge myself to be exposed to different experiences, diversity etc
- » I have develop my self esteem, no longer afraid of discusions and introduced programmes that I though were complicated and not suitable for Traditional Health Practitioners
- » Leading beyond authority
- » I am more able and comfortable to lead my team and also challenge and address issues within the management of the organisation. The course has also allowed me to do introspection and to set focussed and achievable goals for the next year.
- » spend less time at the office engage more with what's going on in my broader profession facilitate the spread of new (or old) ideas which I believe are for the good
- » I now see my contribution to developing the community as part of a bigger picture
- » I have learnt to managed my time well. I am part of a team in church that is forming a community service project to empower the disadvantaged people. I have decided to pursue my education next year.
- » Trying to get more balance in my life.
- » It enabled me to let go of some of my power in order to allow others to participate more effectively and with more trust.

Private

- » I think it is an important step in my growth and evolution. It will help me to make the leap from being a consultant to being a social entrepreneur.
- » I have a need to do more, whatever it may be and I'm still searching for the "thing" that resonates with me.
- » I have developed myself further, personally and professionally. Personally I had the courage to stand up for myself and gained respect and nothing less that the best. Professionally I have passed an exam relating to the industry and I have been selectedd to do an NQF5
- » Decided I need to change either my context or my organisation. Actively involved in my immediate community with my newfound information and Contemplating more activity within my immedite community

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

If yes, please explain (significant changes)

- » Common Purpose facilitated (and is facilitating) my ability to effect high level change around inter-sector facilitation
- » My career focus has shifted from being driven purely by personal financial gain to a more balanced approach underpinned by a long term goal of making a significant contribution to the greater good
- » Changed the way I view the world
- » I am a different being, viewing challenges differently.
- » Ironically, although it has given me more insight into social and political issues, it has also made me more aware of the need to do much more within my immediate and extended family to help family members with their development.
- » I listen more and I listen with a purpose not just waiting for my chance to speak. If you know me, then this a very significant change
- » Looking for ways to contribute towards the building of the country.
- » I try and get more involved with my staff in trying to lead and grow them to the best of their ability, and the same goes for my family
- » Embrace uncertainty both in a business and personal sense; focused my energies around my passions; approach the way in which I have been spending my time running my business differently; the way in which I am marketing my business and where I see opportunities is different and resonates with me and my passions.
- » Much more involved in activities outside of my job - really engaging with my world beyond work
- » It has helped me step into my leadership role in terms of leading change in society
- » A decision has been made but action has been stalled by a personal tragedy; nevertheless, I look forward to the action.

Public

- » Am able to engage on a broader level.
- » Realised that life does not revolve around me, and to give more
- » I have made it a non-negotiable that in a situation of complexity and complication I remain focussed on the bigger picture and higher motivation
- » Being more confident
- » It revitalised the energy I had as an activist. Realising now that own of my goals is to continue activating - but now for stronger and safer communities.
- » some things which I knew became more clear looking at them as a bigger picture.

How has the programme's impact on you at a personal level changed over time?

{Unspecified}

- » too soon to tell just yet, but as with thought/behavior intervention, the practice of the principles yields change, and that at varying degrees.
- » It is very short after I completed the programme. I think my interest in leadership has grown since I completed the Common Purpose Programme.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

How has the programme's impact on you at a personal level changed over time?

NotForProfit

- » Personally the programme at the beginning stirred a lot of things inside of me - that I had to work through and either accept or change
- » I am now sensitive to other people's views in as much as i disagree with them.
- » BUILD MORE CONFIDENCE AND MORE DECISIVE IN DECISION MAKING
- » I am more confident and a better leader, better listener and makes crucial decision making easy
- » More confident, not afraid to speak out and more accommodating
- » I spend most of my time reading and researching, networking. i have learn to appreciate life and myself as a human. I have started to live my dream and working on my vision.
- » I am a more confident and self esteem has improved
- » I am more at peace with who I am. I realise that being indispensable is not a good thing and that our organisation is stronger with more people having power.
- » There has been a significant mind-shift and how I see things and value relationships.
- » My confidence level has improved and I have another resource added to my list where I can consult with leaders in the field of leading beyond authority.
- » Opening up in terms of what my thoughts and feelings are about pertinent issues. Taking responsibility for the relationship successes or challenges
- » There are core thoughts/points that I have retained that I am working at implementing as I know that they will have long-term benefit.
- » I have broadened my knowledge and conversation does not centre around my work only.
- » I think it created an awareness of the need for inside -out character development and i have been aware of that perspective in my work ever since.
- » take more time out

Private

- » It's difficult to say. The end of the programme co-incided with the beginning of the end of my marriage. Anything I gained through the CP programme was parked on one side while I spent the next 2 years coping, and learning. If anything it was dealing withh this which has resulted in the most growth in my life. But now, at this juncture I feel I am able to combine the learnings of the CP programme (which are not forgotten) with those I have taken out of the past two years of personal loss and move forward.
- » I am more aware that only "I am me" and that other contrary views can also be valid.
- » I have continued to grow and engage with a divers range of people. I have developed stronger relationships with some of the participants on my course
- » I have become way more diverse than I thought I was. I have been able to be more tolerant and understanding but stern as well. I am no longer a push over in some areas.
- » I know myself better than i thought
- » My confidence level has been raised. I connect with people better at a personal and professional level.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

How has the programme's impact on you at a personal level changed over time?

- » Self confidence and acceptance; coherence and crystalised sense of purpose; connected me in a deeper way with my passion; challenged me to live and lead with more integrity - walking the talk more.
- » Yes , it brought me closer to real issues that one forgets about whilst in a comfort zone
- » Not much more that what I've stated above
- » I voiced my disappointment which meant letting go of worrying about being seen as over-critical and I let go of wanting the experience to meet my expectations and opened up to what it is and has to offer. So, I am benefiting, if only by having a more relaxed and lighted approach to things that really matter to me.
- » I am doing more voluntary work and feel more socially responsible than ever, now that I have been exposed to new issues and challenges through the common purpose programme and through the diverse range of people I met there.
- » Too soon to tell.
- » has provided the platform to strengthen ties that already existed before the programme with people on the programme; has created opportunity for new friendships
- » Initially I was very interested and aware of what was going on in my community and how I could personally get involved and make a difference. Over time, bad habits have crept back and while I'm still more consious of my community than before I did the proogram, I'm no longer as actively involved as I was. Although I have recently been making more of an effort
- » The impact has been strong throughout and remains strong
- » perhaps too soon to answer this one...
- » I began to see how what I have to offer can be tailored to the needs of the community in order to package it for use
- » I am not aware of much personal level change
- » Too early to say
- » It has made me more curious and better balanced.
- » started off with a quick start, then peaked and now slowing down due to time commitments.

Public

- » Have experiences that I can share with others
- » First excited me, then bored me, then upset me, then motivated me to get involved and change something, and now...honestly, moved beyond the course in my mind
- » I can experience in my personal relationships and engagements an increasing openness to others
- » I am now more confident.
- » I have become more reflective.
- » Being more confident
- » It has lessened

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

How has the programme's impact on you at a personal level changed over time?

» I have very real sense of purpose. This quest has brought me into contact with a group of diverse, yet wonderful people, who have reignited my passion for life.

Has your organisation benefited from your participation in Common Purpose in any of the following ways - Feel free to provide more detail:

{Unspecified}

» though i was not sent by the organisation i now am part of, and little was known of my attendance, i believe the impact is there and can be attested to by observers.

NotForProfit

» Being challenged in common purpose to look past the obvious, I have been asking questions in the organisation that challenged the status quo

» CP inspired me to live out a desire to set up a Development Practitioner's workshop for our sector. This quarterly workshop is still running 2.5 years after I completed CP.

» not applicable

» the new contacts was limited. There was one specific relationship with a fellow participant that led to him joining our board for several years. The relationship still continues today

Private

» From a CSI perspective, I've noticed very worthy causes that my organisation can support

» I have not been to work since i have completed the program, I am still on the development programme

» Through the networks I have acquired, I can now great new opportunities and change certain dealings in the organization.

» I have made some significant suggestions to our CSI division on how to better make an impact in certain areas which has been embraced very energetically and has made a meaningful difference

» We plan to introduce Common Purpose type methodologies of learning within our firm.

Public

» Personal rather than organisation benefit

» On the course I have learnt things which influence projects that I work on at work. Also, the networks have had great benefit for me and follow participants through simple phone calls for various information.

» I have been able to connect with employees who could not deal with the changes happening within the organisation.

» As a result of the programme, I have been asked to join two workstreams of the new administration of the Western Cape, and also invited to start up two projects in collaboration with the City of Cape Town

Has your organisation benefited from your participation in Common Purpose in any of the following ways - Other

NotForProfit

» I have tranferred what I have gained to my staff and the are better leaders also.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

Has your organisation benefited from your participation in Common Purpose in any of the following ways - Other Private

- » Not really applicable to me since I work independently in my studio
- » Not Yet

Public

- » hopefully a little bit of integration

How has the programme's impact on how you operate within your organisation changed over time?

{Unspecified}

- » it challenged me to approach and not just resent matters/situations i felt were unjust. helped me to practise empathy better. allowed me to better appreciate the good i have in the organisations and to leverage it.
- » I want to give myself some more time to initiate change and develop the programme I am operating in.

NotForProfit

- » We engage with more role players and certainly understand our community better as a result of being part of the CP program.
- » I listern more and provide my staff a huge scope for them to explore themselves and their abilities.
- » In the beginning I believed I needed some guidance but didn't really know how to change. Common Purpose gave me the confidence ... (a slow process) to start changing in small ways.
- » I take time to listen to everyone's views
- » Currently we are going through a change process and I am one of the watchdogs to make sure the change is in effect
- » I am making more time to work on my relationships with my colleagues than before
- » How to minimize conflicts, shared all my experience with my organisation. The new positive atmosphere has risen amongst my exco members and they are all keen to learn.
- » Effectiveness, time management
- » I make well informed and constructive contributions in meetings. I have used persuasive presentations (learnt from Common Purpose) in my meetings with potential partners and that has already yielded good results.

Private

- » Too soon to tell.
- » I no longer believe that issues can and may only be looked at by executives , that in fact an outsider can come up with solutions if you allow yourself to open up to anyone
- » Too early to say

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

How has the programme's impact on how you operate within your organisation changed over time?

- » I am able to put into practise my leadership skills but I can now communicate on all levels with clients,candidates and colleagues.
- » Challenges are opportunities, and I confront them effectively.
- » Was able to approach executives outside my role to discuss my involvement and interest in community development
- » I have been able to change (no all the time though) the way I relate to my staff and my colleagues. Less fighting (although fighting is sometime appropriate) and more listening (this is very hard and I don't always get it right).
- » I going to leverage on the new contacts i made
- » I am more decisive - trusting my gut a bit more.
- » none really
- » Has not changed
- » Facilitated its entry into society
- » How I spend my time and choose to prioritise things; the boldness and courage with which I am engaging with people that I hope will have a benefit on growing our client base; the things that I choose to leave undone; the way in which I represent the organnsiation and speak about what we have to offer. Question 22 is a NO - but the impact on the bottom line I believe will be yes in time - the course benefits have not yet been fully realised!
- » Firstly, I would like more leaders in my organisation to attend and secondly my appreciation for giving feedback has been re-energised

Public

- » Not applicable
- » Been able to lead beyond authority.
- » The programme has enabled me to understand that the organisation I am in bears the kind of impacts that other organisations face in their operating environments. It has instilled in me a tolerance and belief that things can only improve if onemaintains a commitment to work at problems.
- » I do the job required on time even requested within short time, I do my best & committed.
- » taking on the challenge of being a leader and accepted that I am leading the Social Transformation Programme in a team
- » I now consider approaches I never thought about before.
- » Am more sensitive to community in which I participate in

How did your participation in Common Purpose change the way you view your relationship to society - Other

NotForProfit

- » Was always aware but not always connecting to it.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

How did your participation in Common Purpose change the way you view your relationship to society - Other Private

- » I have always been involved with the community and I suppose that CP has provide the affirmation for that.
- » I have for a long time been aware of my relationship to and engaing with society, Common Purpose just deepend this awareness.
- » I need to be the change that I want to see - a message that was re-inforced by the programme

If you have become more involved since participating in the Common Purpose programme, in what ways have you done so - Other {Unspecified}

- » I have not become more involved - would like to but have not as yet
- » ?????

NotForProfit

- » I understood the work of our organisation in a wider context
- » I already am involved
- » Haven't become more involved. See 26

Private

- » not yet
- » I had prior to Common Purpose founded a charity organisation with my wife, so we continue to grow this organisation

Public

- » not applicable
- » No further involvement

Feel free to provide more detail (more involvement) {Unspecified}

- » i have not become more involved, but have resolved strongly to act on the plans i have to play the part i feel i should play.

NotForProfit

- » Through my work I am already very much in volved in society
- » HAVE INTERGRATED SOME OF THE TOPICS DISCUSSED AT SESSIONS WITH THE PROGRAMME THAT I CONDUCT WITH COMMUNITY BASED GROUPS I ENGAGE ON CAPACITY BUILDING

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

Feel free to provide more detail (more involvement)

- » I have organised friends with specialised skills to help an NGO that deals with patients suffering from Alzheimer's disease in providing groceries and helping out with the repairs in the house they are occupying
- » I am already involved in the management of the organisation and the course has enabled me to address issues with more courage.
- » Working with people in society is what I do. Have been helped to further develop this work!

Private

- » Am doing more work around gender issues in the workplace.
- » I develop learners as a mentor to achieve excellent results and assist them in their career search, as well to get involve in student projects and organizations.
- » the work that I do is around cultural and creative interventions for economic development. To do this, we are deeply involved at many levels of society. So it's not that Meridian had no effect, its that we / I was already working at a high level of societal engagement, and Meridian helped me personally to further that reach and understand our impact. Got me engaged with some great people and ideas that have helped tremendously
- » This is a very different role to what I normally do and it has been a challenge not to just "take over" and behave like a parent.
- » I am initiating the formation of the Hout Bay Partnership. Although this idea was born before the course, the course has assisted me to step more boldly into the initiative and given me more confidence.

Public

- » While I have always served on a board, my enthusiasm has increased significantly and I am actively involved.
- » I am more involved at church
- » I plan to become involved with the "Big Sister" programme.
- » I had moved from been very instrumental, to almost total withdrawal from all the structures I served on. Now I have a sense of renewed vigour to take on the challenges again.

How would you describe your level of involvement with Common Purpose since you completed your programme - Other NotForProfit

- » haven't graduated yet
- » was invited as a speaker to several programmes; I appreciated the exposure that this provided me and our organisation
- » limited contact with other delegates
- » still in program

Private

- » not applicable - i haven't graduated yet!

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

How would you describe your level of involvement with Common Purpose since you completed your programme - Other

- » I am trying to get in contact with the participants, but I am not getting the results I expected.
- » N/A yet
- » cannot answer this right now
- » the programme has not completed yet...
- » It is too soon to assess several of the above items.
- » not yet complete
- » Still in programme
- » I will attend future Common purpose events
- » Have not yet graduated
- » Have not completed programme

Public

- » not completed yet
- » Still in programme

Do you have any recommendations for improving the post-programme experience?

{Unspecified}

- » have ad hoc social get-together socials.

NotForProfit

- » We need to find some way of making others aware of what we are currently doing. Some kind of automatic notification of what projects etc others are involved. E.g. An email can be sent to graduates every few months where they can give a brief description of the work they are involved in - almost like a status update. All the responses can be collated and sent (emailed) to the graduates. Only the die hards will go onto sight to see what others are doing. IT is better if it is emailed to us.
- » I have graduated only a month ago. So far, there was only one post-programme activity on the 10th Oct 09 which I was unable to attend. So, at this stage, I have not been exposed to its programmes to an extent where I am able to evaluate them.
- » Limited but with high impact -
- » Common Purpose should organise at least two events for the post programme as a start.
- » not yet, but I'm sure I will!
- » more time spending with graduates when visiting an Institution or Company with the CEO or Manager

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

Do you have any recommendations for improving the post-programme experience?

- » Something went wrong with my post-programme experience. I seemed to have misunderstood something ... when talking to other post-graduates I appear not to have taken the contact details ...?
- » I would appreciate continuation of the mentoring / coaching relationship with other participants.
- » There seems to be little opportunities presented in Cape Town. I attend whatever I can but would appreciate even more graduate connect opportunities.

Private

- » Not yet applicable
- » We have only had one post-graduate function which was very successful. So I can't really make any recommendations at this point.
- » not yet; just loved the programme
- » Make the feedback sessions longer on the RAIDS
- » not yet
- » Common Purpose staff should keep the fire burning of the delegates by having events during the year.

Public

- » create a space for the group to continue working on at least "one-common-purpose".
- » It would be a welcome move if the post-programme experience could find us as a group coming together to support a community/social upliftment programme
- » Encourage engagement by requesting graduates to participate in real projects organised by common purpose.

If you were describing the benefits of a Common Purpose programme to someone who had never heard about it, what would you tell them?

{Unspecified}

- » an intervention that will escalate the way you network and interact with a broad spectrum of individuals from society. an unconventional learning platform that is self-reflective and self-directed that uses engagement to bring to life contemporary issues
- » Common Purpose raises awareness of the complexity of society, broadens your thinking and challenges you to think out of the box.

NotForProfit

- » This Programme is a must especially for young leaders.
- » It will take out the potential in you, help you face your fears and make you a better leader and person.
- » IT MAKES YOU TO CHALLENGE YOUR SELF AND DO AN INTROSPECTION OF WHAT KIND OF A LEADER ARE YOU?
- » this is a programme that is designed to challenge you in all aspects of your thinking and behaviour and leaves you with an opportunity to evaluate and challenge the borders you have created around you within which you are operating. it exposes you to subjects, issues and people that you would normally not have the chance to be exposed to and in doing so breaks through many perceptions of the unknown

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

If you were describing the benefits of a Common Purpose programme to someone who had never heard about it, what would you tell them?

- » It is an amazing programme that allows for networking opportunities and also building confidence and courage for developing leaders. I also have a colleague who attended the course and she shared the fact that after the Common Purpose programme she has re-registered her own company.
- » Its worth your time and it lasts for a lifetime
- » Unleashing the potential and abilities in one's life
- » Difficult to explain what it is about and how it works. Just go and do it!
- » It requires commitment, but is well worth the effort. It is a programme that changes you from within in a very subtle way. It alters your perspectives on life and your perceptions of others.
- » I would tell how they will benefit by discovering what makes Cape Town tick.
- » great way to understand community programs and how they operate. Also a great way to get involved.
- » Mind-opening, a wonderful way to tap into the 'heart-beat' of the city where one is. So great to meet and interact with thinkers from diverse backgrounds.
- » its a great opportunity to learn more about society and other sectors, and how relate to that. The interaction with others is an excellent stimulus for growth
- » Good opportunity to consider societal problems and evaluate possible responses to them.
- » meet outstanding people with great ideas think about relevant issues and how you may become involved see other people's point of view learn, engage and do. Have fun.
- » At last All stakeholders sit around the same table and work towards one goal...to find solutions for challenges within communities, the province and the country. And not just finding these solutions but turn it into an action plan with each one being responsible.
- » Exceed one's expectations and will open up your thinking and you will have experiences that will be valuable for a lifetime
- » Empowerment
- » Common Purpose is Inspirational, Enlightening and empowering

Private

- » Help with cultural diversity
- » opportunity to plug into the city's thinking fabric
- » teaches you to: know your own city and community collaborate hear the views of diverse groups you wouldn't typically consider reach out to people and organisations in your community believe you have the ability to effect change - no matter who you are
- » We are living in a changing world and facing challenges daily. In this day and age we need leaders that can bring a positive change effectively and diplomatically, so there is an exceptional organization that will venture with you to become that leader that can lead with or without a given title. If you are interested, Common Purpose is the organization for you.
- » That the course is a brilliant way to learn and experience personal growth while discovering the uniqueness of others through exploring the world through their eyes.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

If you were describing the benefits of a Common Purpose programme to someone who had never heard about it, what would you tell them?

- » Meet and engage great leaders
- » It will open your mind to the real world we live in and how you can and are obliged to make a contribution to it.
- » The programme is a movement and a gathering of leaders who, through a safe space of open mindedness and mutual respect and are continually questioning the status quo and seeking ways in which to become better people and to initiate change and / or impact.
- » The International navigator's common purpose 360 program is designed to bring private, public and NGO sectors under one roof to look at the holistic view of leadership. The program is based on input by participants and feeding of one another. The program introduces participants to real issues that companies are experiencing, ranging from The South African Ballet Theatre to Baragwanath Hospital. Participants are then required to workshop and research possible solutions, this will then in turn be presented to the board of directors and executive members for consideration for implementation. Various high profiled speakers are also invited at times to share their leadership styles and have an open floor discussion on the theme set for the day i.e. courage; lead beyond authority; power and so on. Site visits are done to a number of institutions ranging from hospitals, publications; radio stations to orphanages. This enables participants to open up their understanding of the link and responsibility that we all have to our internal and external social and economic environment. International links are also formed whereby you are grouped to discuss issues you may feel that you want more info or clarification on. Needless to say that a high and wide form of networking is established through the process.
- » It will so take you out of your comfort zone and really challenge you but you will come out wiser with some tools for the road ahead.
- » Life Changing
- » A grand scale diversity programme and successful at it
- » Perspective and connection and networking
- » The programme enabled me to access people, places and complicated social issues that I would never have been able to get this close to without it. I met a diverse and interesting group of people from so many parts of the working world and so many different sectors and I really enjoyed the difference between us and learning from others I would not normally have met without the programme.
- » Eye-opening, facilitates an unmet need to engage across sectors.
- » A journey of discovery, of self in relation to community. An exciting journey well worth taking.
- » Focussed on community development and involvement interacting with all aspects and stakeholders that are involved and can affect a change.
- » Effective; different (in that it offers some features that other programmes don't)
- » The programme helps to develop oneself professionally and personally. A person will come out more confident and socially aware.
- » The ability to become a fully fledged, fully integrated leader/citizen within the country, not just your industry.
- » It is a wonderful opportunity to engage with the wider society outside of your own organisational context
- » A unique experiential learning opportunity to develop your leadership skills and impact through a flexible programme that takes you out of your comfort zone, exposes you to diverse sectors, people, views and communities and so challenges you both personally and professionally to go beyond your current conclusions and realisations about yourself, your purpose and how to make an impact.
- » Some interesting speakers and an interesting and diverse group of participants - many people I would not have met otherwise.

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

If you were describing the benefits of a Common Purpose programme to someone who had never heard about it, what would you tell them?

» A great opportunity to network with interesting people. A chance to interact with leaders who one would not necessarily have known about or had access to. Good food for personal growth.

Public

» networking opportunity, connects all spheres of societal actors, great opportunity to find integrated solutions, visit of amazing, inspirational and humbling places and people

» Learning about City and the people in it

» Worth your will only if you participate fully...

» It can make you see more about yourself and others, your value and the value of others and the gains in store.

» this is what SA needs now

» CP is about developing people, creating networks and personal development, providing an opportunity to engage with such diverse people.

» Teaching you to be a good leader with confidence and commitment. Being able to effect change in any situation.

» It takes us out of our comfort zone, and is relevant to our circumstances

» it broaden your horizen and perspective

Do you have any additional comments or recommendations you would like to make?

{Unspecified}

» have more structure and specific outcomes in the program, and communicate these at inception so that delegates have goals and objectives of what they should have learnt or mastered a the end. structure will help contain the fluidity in the program and thus the group participating in it.

NotForProfit

» The programme was excellent! I am grateful that I got an opportunity to participate in it.

» IT WAS DIFFICULT FOR ME TO GET TO OTHER VENUES DUE TO THAT OTHER VENUES WERE NOT ACCESIBLE BY PUBLIC TRANSPORT , SO I MISSED OTHER SESSIONS. aNY POSSIBILITY OF CENTRAL VENUES ?

» I loved every moment of it. I cannot think of any improvements. Thank you for everything!

» I would recommend that people read Julia Middleton's book (leadership beyond authority) within the first month of being on the program. That way the rest of the program can provide them with further opportunity to explore these concepts.

» A refresher course and also advanced trainer for senior managers.

» Buddy us with someone in the group to keep us pushing each other!!

» Common Purpose is a great project and i would really like to see it being marketed accordingly.

» I like the flexibility of the meridian programme

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

Do you have any additional comments or recommendations you would like to make?

- » I wish this programme can be supported by the government, so to assist the state to be accountable and deliver on their requirements as leaders
- » Really enjoyed the programme - took away something from each day/session that really surprised and inspired me.
- » Thank yoy, it was truly life changing experience

Private

- » Great stuff
- » Workshops themselves need to have more aspects of Dialogue as described by Bohm to get below assumptions and really deepen the learning (double loop learning)
- » I have comments on the facilitation processes used in sessions. Too many of these stayed at an analytical/critical level, too few went deeper (deep listening, deep democracy), getting "below the surface" more to the heart level. This is not to say thesee did not happen, but more conscious thinking about process within all of the sessions will add benefit.
- » The graduation ceremony on the last day was far too long and a bit overblown. I think graduates should be limited to 2 minute addresses - everyone-making long speeches was tedious and somehow undermined the real value of what we had all achieved together by exaggerating it at the last moment!
- » Just that it was a profound experience which i am extremely grateful for the opportunity to given to me.
- » I have been on a number of leadership courses, but none like this one. This is done in a very unorthodox manner with real life scenarios; it's more practical and less theoretical. This journey has given me new inspiration to lead internally and externallyy.
- » I would like to express my sincere gratitude to the coodinators and the graduates for making the experience worthwhile
- » While I thought the exposure to the community and challenges faced by people within our city was very valuable, I would have liked the opportunity to get feedback from the various stakeholders and organisations we met with, to know if they felt they'd gained anything from working with the Common Purpose teams for the day.
- » make more time for the participants to talk together and interact with speakers, i.e have dialogue. Listening to speakers and having 15 minutes to ask them questions isn't really dialogue.
- » I am appreciative and thankful for this opportunity. I would encourage at orientation (1st day perhaps - or separate 2-4 hour session) a 'how to get the best/maximise the learning opportunities of the programme - e.g. self-reflection skills - pair- mentoring; thinking partnering skills - past graduates stories etc. Suggest more facilitating of the learning process rather than leaving the learnings to unfold based on an assumption that we all need to take responsibility for our own learning would be really helpful.
- » same as above, for now.
- » Very glad I did it, opened my eyes.
- » Let Common Purpose continue it's credible work to champion the world with it's graduates, to become legends of positive change through the globe. And that begins with me.
- » I enjoyed the experience and I am very grateful to my group who helped me "see the light".

Public

- » It was an experience that everyone should have much more earlier on if it was possible

Common Purpose Survey 2009

Common Purpose Survey 2009

Comments supplied by members of each Sector

Do you have any additional comments or recommendations you would like to make?

» give a day, half a day were people have to ACT together; that does something to leaders as well and that brings people to really act and goes beyond sending emails and talking; the momentum, the pique of the experience needs to be pulled together into a firework and explosion of a common purpose

» dont fix that which is not broken

» It has been a very positive learning intervention.

Common Purpose Survey 2009

Common Purpose Survey 2009

Response Rate

Group	Sample	Respondents	% Completed
Common Purpose Survey 2009	237	58	24

Response Rate by Demographic

Programme	Sample	Respondents	% Completed
MATRIX	84	9	10
MERIDIAN	64	36	56
NAVIG*	48		
NAVIGINT	41	13	31

*Shown only if >= 3 Respondents

Sector	Sample	Respondents	% Completed
NotForProfit	61	19	31
Private	105	26	25
Public	43	10	23

Year	Sample	Respondents	% Completed
2002*	42		
2004*	51		
2007	20	3	15
2008	19	3	16
2009	105	49	46

*Shown only if >= 3 Respondents

Common Purpose Survey 2009

Common Purpose Survey 2009

Location	Sample	Respondents	% Completed
Cape Town	76	24	31
Johannesburg	161	34	21

Industry (Grouped)	Sample	Respondents	% Completed
Agriculture*	2		
Arts and Craft/Performing Arts	15	4	26
Education/Skills/Training	35	9	25
Engineering*	3		
Entrepreneur	8	3	37
Financial Services	16	5	31
Health/Services*	15		
HR*	5		
ICT*	4		
Law/Human Rights/Policy	11	5	45
Media	13	4	31
Mining*	11		
Research*	3		
Retail*	1		
Socio and Economic Development/Tourism	86	21	24

*Shown only if >= 3 Respondents

Age	Sample	Respondents	% Completed
18 - 24*			
25 - 34		17	
35 - 44		23	
45 - 54		15	
55 - 64*			

*Shown only if >= 3 Respondents

Common Purpose Survey 2009

Common Purpose Survey 2009

Race	Sample	Respondents	% Completed
African		16	
Coloured		10	
Indian		6	
White		23	

Gender	Sample	Respondents	% Completed
Female		34	
Male		24	