

# Survey Results for Abi Shilon, MBA, CPCC, PCC

## Course Information

Please enter the name of the leader you are providing feedback for, your name, course date, course type, and course location.

### 1. Name of Leader who is receiving your feedback (first and last name):

Abi Shilon, MBA, CPCC, PCC
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Abi Shilon, MBA, CPCC, PCC

### 2. Your Name (first and last):

Roxane Loiseaux, MA, CPCC, PCC
Alex Verlek van Tienhoven, CPCC, PCC
Alex Verlek van Tienhoven, CPCC, PCC
Emma Wheat, CPCC
Jonelle Naude, MSc, CPCC
Evelyn Thomas, CPCC, PCC
Anat Treister-Goren, Ph.D., CPCC, MCC
Clive Prout, CPCC, PCC

### 3. Course Date: Month Date Year (Example: June 25, 2012)

May 9, 2014
Nov 1, 2013
June 21, 2013
January 24th 2013
October 2012
October 19, 2012
September 7-9 2012
August 17th 2012

### 4. Course Type (FUN, FUL, BAL, PRO, or SYN):

BAL
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BAL  
BAL  
FUNDAMENTALS  
Fundamentals  
FUN  
SYN  
SYN

## 5. Course Location (City/State or City/Country):

Geneva, Switzerland  
Zeist, NL  
London  
Shanghai  
London  
Barcelona  
Oslo Norway  
VAN

## Rating Scale

Each competency area will be rated on a five point scale. Here is what each of those numbers means: 5 - Masterful ability in this area. One of the best! 4 - Excellent in this area. 3 - Competent and solid in this area. 2 - Growth is needed in this area. The leader has more work to be done here. 1 - There is an urgent need for work in this area. The leader's deficiency in this area negatively impacts the room.

Below are the competency areas. Each one has a short description. Based on the "Rating Scale" of 1 to 5 (see above), please rate the following competency areas. (Please refer to the "Competencies for Front of the Room Leaders" for more detailed description of each item.)

## 6. Level 4 Leadership Model: Stake

**This leader aligns well with me around the stake for the course and stays connected to and committed to it throughout the course.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	1	14%
Excellent 4	3	43%
Masterful 5	3	43%

### 7. Level 4 Leadership Model: Act - Level 1 + Level 3 = Level 4 Urge This leader acts on his/her Level 1 urges while reading the Level 3 in the room.

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	3	38%
Excellent 4	3	38%
Masterful 5	2	25%

### 8. Level 4 Leadership Model: Full Permission/Responsibility for Impact This leader listens to their urges, acts on them with full permission and with responsibility for their impact.

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	3	38%
Excellent 4	3	38%
Masterful 5	2	25%

### 9. Level 4 Leadership Model: Capacity to Stay Leader has the ability to stay with and clean up after any unintended impacts or messes.

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	2	25%
Excellent 4	3	38%
Masterful 5	3	38%

### 10. Recovery to the Level 4 Leadership Model This Leader recognizes when they have fallen off the Level 4 Leadership model, recovers, and reorients to the stake of the workshop.

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	3	38%
Excellent 4	4	50%
Masterful 5	1	13%

### 11. Designed Alliance

**This leader designs and redesigns their alliances well with their co-leader, participants and assistants throughout the course.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	1	13%
Excellent 4	7	88%
Masterful 5	0	0%

### 12. Workshop Content

**This leader knows the stake and time line of this particular course and how the content of this workshop is layered into the course content form all the other courses. Leader stays aligned with the time line regardless of their personal preferences.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	1	13%
Excellent 4	7	88%
Masterful 5	0	0%

### 13. Back of the Room Leading

**This leader manages the exercise and gives effective feedback that empowers the participants while they learn the skill of the exercise.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5 Not Applicable

Not Applicable	3	38%
Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	4	50%
Masterful 5	1	13%

### 14. Demo Coaching

**Lands the specific learning of the exercise while demonstrating simple, masterful Co- Active coaching skills.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5 Not Applicable

Not Applicable	0	0%
Needs Work 1	0	0%

Growth is Needed 2	0	0%
Competent and Solid 3	2	29%
Excellent 4	3	43%
Masterful 5	2	29%

### 15. Demo Clienting

**As a client in the front of the room this leader is engaging, entertaining, conscious of all levels of awareness, taking cues from the back of the room leader and allowing themselves to be impacted by the participant's coaching.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5 Not Applicable

Not Applicable	1	13%
Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	2	25%
Excellent 4	2	25%
Masterful 5	3	38%

### 16. Set Up/Debrief

**This leader understands the intention of the exercises, and gives clear, succinct instructions. After the exercises, leader is able to direct the debrief to land the specific learning focus of the exercise.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	1	13%
Excellent 4	6	75%
Masterful 5	1	13%

### 17. Sandbox

**This leader creates an effective learning environment in the sandbox exercises.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5 Not Applicable

Not Applicable	0	0%
Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	3	38%
Excellent 4	4	50%
Masterful 5	1	13%

### 18. Giving Feedback to Others

**This leader gives feedback in an authentic way that empowers the receiver, calls them forth, offers them support, gives them valuable information to work with in their growth and development and then stays to take responsibility for the impact of their feedback.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	3	38%
Excellent 4	5	63%
Masterful 5	0	0%

## 19. Receiving Feedback

**This leader is open to receiving feedback, hungry for it, and self manages their own reactivity for the sake of keeping the lines of communication open.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	1	13%
Excellent 4	6	75%
Masterful 5	1	13%

## 20. Spaciousness

**There is an ease and openness in the way this leader shows up to all situations. Leader is unattached to having it be his/her way and is open to other possibilities.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	3	38%
Masterful 5	5	63%

## 21. Creating Trust and Maintaining Integrity

**This leader creates a safe and courageous space where nobody gets to be wrong. They have the courage to deal with whatever shows up and creates an environment of encouragement.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	4	50%

**22. Awareness of Level Three**

**This leader is aware of, and effectively interacts with dynamics that emerge between themselves and everyone else: their co-leader, assistants, participants and the dynamic of the group as a whole.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	8	100%
Masterful 5	0	0%

**23. Group Dynamics**

**This leader holds the whole room - doesn't sacrifice the room in service of only one participant's learning. Deepens learning related to the course from in the moment group dynamics.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	7	88%
Masterful 5	1	13%

**24. Enrollment as a Leader**

**This leader engages and calls forth the participants in everything they do. This leader engages the participants into learning and calls them forth to fail and learn some more.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	2	25%
Excellent 4	5	63%
Masterful 5	1	13%

**25. Enrollment in CTI Programs**

**Enrolls participants in participating in other CTI programs as outlined in course instructions and/or timelines. Doesn't shy away from this or find reasons to skip it. Meets participants where they are and dances with their questions.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	2	25%
Excellent 4	4	50%
Masterful 5	2	25%

## 26. Entertainment

**This leader makes it fun, inspiring, lively, scary, compelling and very alive for the participants.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	2	25%
Competent and Solid 3	2	25%
Excellent 4	2	25%
Masterful 5	2	25%

## 27. Owning the Room

**This leader assumes authority as a leader and expertise as a coach. This leader also has an assured, Level 3 presence all of which captures people's trust and attention.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	2	25%
Excellent 4	4	50%
Masterful 5	2	25%

## 28. Dancing, Leading and Blending

**This leader dances with the energy of their co-leader and the energy of the room to create learning with whatever shows up.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	6	75%
Masterful 5	2	25%

## 29. Listening

**Clearly understands, articulates and demonstrates all 3 levels of listening.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3



Excellent 4    Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	6	75%
Masterful 5	2	25%

### 30. Intuition

**Willingness to blurt and risk. Uses intuition to point to what's not being said.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4    Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	2	25%
Excellent 4	6	75%
Masterful 5	0	0%

### 31. Curiosity

**Uses curiosity in ways that create exploration of what's possible. Seeks to make others right.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4    Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	8	100%
Masterful 5	0	0%

### 32. Self-Management

**Manages level one and recovers quickly to level four. When hooked, leans into co- leader and recovers quickly.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3  
Excellent 4    Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	7	100%
Masterful 5	0	0%

### 33. Action/Learning

**Forwards the action and deepens the learning and uses everything happening in the room in service of this.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	2	25%
Excellent 4	5	63%
Masterful 5	1	13%

### 34. Failure

**Leader's ability to be with, acknowledge, and learn from failure in self and others.**

Leader Rating (select one number): Needs Work 1 Growth is Needed 2 Competent and Solid 3 Excellent 4 Masterful 5

Needs Work 1	0	0%
Growth is Needed 2	0	0%
Competent and Solid 3	0	0%
Excellent 4	8	100%
Masterful 5	0	0%

### 35. What are this leader's strengths and qualities?

He creates a lot of safety. Willing to step out of his comfort zone.

Warm, creating safety, experience

sharing from his solid knowledge and wisdom. Warm. Strong. Connected. Super leader

Abi creates a very calm, safe and steady space for the participants to learn. This encourages them to speak out openly in debriefs etc. He has a solid knowledge of the course and is a 'rock' for his co-leader.

Intuition, creating safety and courageous space

Authenticity Presence

Solid context setting, strong in supporting co-leader, spaciousness, compassion and heart towards participants, willing to play and show vulnerability, shares deep wisdom

Powerful introduction creates instant trust and respect. Support for me and my development throughout the lead.

### 36. What would take this leader to the next level towards being a master leader?

Not sure

be more present and playful

Follow urges to jump in. MOre playfulness.

Develop a wider range in both coaching and leading (I would like to see more humour, more danger/directness). Abi is very 'nice'. He creates enough safety to be able to bring in more danger. Abi often will repeat what has already been said rather than build on what has been said. When he does build on rather than repeat, it is always adding value.

Abi is such an aware leader that there is nothing that I can add here that he is not already working on

More risk Owning his experience and his place in the system.  
follow more urges and express bigger leadership vision, get your bigness.

### **37. What else would you like to share about this leader and/or your experience leading with this leader?**

Good blend! A very enjoyable lead.

Abi is a gift to work with and a blessing for the participants!! He is a master in creating safety!!

It was a joy!!! Very deep!!!!!!

Always a pleasure to lead with Abi. He is gracious, open and always willing to share his knowledge. The feeling of safety he creates is wonderful and gives a great experience to all.

Abi is one of the best

A good experience - Abi is easy to work with and committed to delivering the course content. He brings in useful examples and anecdotes/stories.

I immensely enjoyed the synergy created with this co-leader, bringing the best of us to the class

Caroline is a delight to co-lead with. At ease with her considerable power. Very enrolling and inspiring.

Thank you for your time and for completing the Leader/Co-Leader Feedback.