

## **Evaluation of EEE 2007 Scotland – 26-30 April 2007 Using the H-form method**

**The score** – In the following tables you find the results of the evaluation of the EEE conference 2007 in Scotland. The organisation can be very proud of the marks that were given!  
This is the score:

20 times a 10 out of 10; 16 times a 9 out of 10; 19 times an 8 out of 10; 6 times a 7 out of 10; 1 time a 6 out of 10.

This means that 62 people have given their mark and the average is an 8.8!

**Collating your comments** – In a small group of 6 (Johan, Valentin, Susan, Maria, Jeroen and Saskia), we have clustered all the individual comments and suggestions into larger categories. This has been done from a non-organisers point of view, meaning that we intuitively put similar comments together and gave them an overall name. The categories have been further reviewed and refined as listed below. Each category is divided into positive and negative comments and provides a range of suggestions and ideas for future conferences.

### **Evaluators' personal comments on this evaluation**

Maybe the organisers from this year had certain categories in mind that would have been of special interest to you or for the following organizing team.... But this group of helpers did not know them. As we use the evaluation now, it is mainly meant as feedback for this years organizing team and as input for next years. Would it be an idea to learn from the organising experience to at least include some evaluation criteria from the organisers point of view? (idea for next years evaluation). We are sure you will find the comments interesting to read anyway!

While typing up these results, we realised that the business meeting was not evaluated, while this might be useful (idea for next years evaluation). Informally we both (Jeroen and Saskia) have heard feedback on this meeting that would have been good input for improving the meeting and making it a more inclusive event for everyone. There were many newcomers this year and without the knowledge of previous conferences and the 'spirit' of the non-organisation that EEEurope is, the process that happens in the business meeting is not understandable. The non-EEE experienced participants did not have enough information to participate in the discussion.

We have tried to reproduce the comments as sincere as possible, although sometimes this was difficult due to the clearness of handwriting and the formatting used by those who wrote the stickies. The numbers in brackets reflect the number of comments in each area.

Saskia Szepansky and Jeroen Galama

## 1. Master schedule/programme

Positives	Negatives
<p><b>Interaction (8)</b> Connections, chance to learn more. Provide full interaction among different people and cultures. Excellent, appropriate icebreaker session. Networking session and sharing/learning session as a theme/sandwich was really good Excellent, appropriate final session, all involved, additional</p> <p><b>Balance in structure of program (6)</b> The very best balance between self-responsibility, organization and information. Just enough structure for glue and maximum free flow Great program: structure, open, flexible, deep and fun. Enough time in the schedule for informal connections. Well organized for a large group Adaptations in the process to fit the size.</p> <p><b>Variety and amount of workshops offered (3)</b> Wide variety of workshops, subjects, approaches, activities.</p> <p><b>Timing (3)</b> Timing of the workshops, time schedule. A quiet pace of the events, e.g. workshops started at the whole hour, nice long breaks</p>	<p><b>Time – meals (8)</b> Meals a bit rushed, the dinner at 17.15/17.30 was too early.</p> <p><b>Timemanagement (personal prioritising) (8)</b> Too much workshops - difficult to choose (5) Not enough space in between the workshops for thinking and walking.</p> <p><b>Full timetable (3)</b> Rush from one workshop to another, a very tight and full timetable.</p> <p><b>Offer orientated vs Demand orientated (1)</b> The programme is made based on the offer of workshops and not the demand of the participants, as usual.</p>

### Suggestions and ideas:

#### Ideas for program set-up

Having 2 days workshops, one day of making a solo or silent walk or S.R.) then go on with next 2 days workshops.  
Having a plenary meeting in the morning as well, just as in the evening.  
Gong or flute or alarm or saxophone... when workshops are finished or going to start.

More 3 hour workshops with the chance to combine to facilitators of 2 different countries or backgrounds

**Networking (2)**

Having the whole group networking (Tim!) and sharing (Roger) at following conferences.

More fast reviewing in the middle

Would have liked more opportunities for informal networking.

**Offer workshops twice (2)** Possibility to negotiate possibility to run a workshop twice.

**Information (1)** Great to have printed list of workshops.

**2. Organisation**

Positives	Negatives
<p><b>Organisation in general (21)</b>            (very) Well organized (11) and structured (2)            Very <u>smooth</u> organization (5); Flexibility and smoothness</p> <p><b>The organisers (6)</b>            Clear good organization, which stayed relaxed. Great combination, great Lesley, Frank and Roger could also join the workshops.            Friendly organizing team, not stressed it seemed :-).            Personal approach of the organizers and the teamwork of organizers.</p> <p><b>Communication (6)</b>            The communication before the conference was excellent.            Very very good preparation, information, communication and service before the conference.            Information sharing email, website (before conference) and verbal, written – SUPER; Amount of European literature.</p>	<p><b>Finding places – a map (3)</b>            No map of locations            No sitemap of meetingroomlocation            Map of site; toilets and workshoplocations.</p> <p><b>Transport (1)</b>            Transport delivering</p>

### Suggestions and ideas

**Groupsize (2)**

Think of the number of people who can be best dealt with in the next conference in the “traditional” way. Keep this maximum number.

**Learning from this year’s organizing team (3)**

Keep taking care of a division of tasks in the organizing team.

Pass all the organization experience over.

People for next year take on type of organization from this – excellent but relaxed.

**Scholarships (1)** Give scholarships to everybody applying for. Trust them first and if they don't appreciate it, don't give it again.

**Workshop leaders discount (1)**

Maybe make no price difference between offering a workshop or not if it is only 10 euros. Feels like a signal you can 'buy it of' for little or that your workshop is worth 10 euros. Confusing because it is not the same signal as the open space concept.

**Other (2)** Presentation of relevant research papers

### 3. Process of scheduling the workshops

Positives	Negatives
<p><b>Workshop organizing in general (7)</b>                      Good planning and organising of the workshops (4)                      Programme making had an organic structure                      A big group, 90 participants, were very well organized, esp. during the scheduling part.</p> <p><b>Facilitation of participants choosing of workshop (6)</b>                      Changing of the process of choosing your workshop                      Workshop scheduling + table method                      Choosing the workshops by the system of moving to the place where the workshops leaders are.</p>	<p><b>Information on workshops (1)</b>                      Not enough time to explain the workshops, so the selection can not be done with enough information.</p> <p><b>Facilitation of participants choosing of workshop (2)</b>                      The way that the workshops were chosen, it was confused.</p>

<p>The way the workshops were arranged (with the numbers choosing tables etc.)</p> <p><b>Choosing workshop the evening before the next day (2)</b> Great improvement in workshop selection (evening for next day)</p>	
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<b>Ideas and Suggestions</b>
<p><b>Information on workshops (more/more often) (5)</b> More description for workshops would help in selection. More information on workshops previously. Re-introduce the workshops at the beginning of the choosing-round.</p> <p><b>Prepare choices before the conference (2)</b> Arrange Friday's workshops in advance, example use the internet/mail. Workshop choosing can be network via internet before conference.</p>

#### 4. Workshop content/quality of workshops

<b>Positives</b>	<b>Negatives</b>
<p><b>Learning (6)</b> Place to mix conceptual thoughts with practical doubts and question marks. Great opportunity to learn. Great exchange of ideas, experiences and methods... Learn new activities. Great learning; relevant, timely and cutting edge. High level of information</p> <p><b>Quality (5)</b> Quality of the workshops</p>	<p><b>Different expectations</b> Some workshops were not as inspiring to me as I expected; Poor content of some workshops; Some of workshop didn't fulfill my expectations</p> <p><b>Missing links</b> Lacking of more artistic workshops. Missing "getting to know"- exercises.</p> <p><b>Timing of workshops</b> Too much input (workshops, people, language) leads to lack of quality</p>

<p><b>Variety (3)</b> A real good variety of workshops</p>	<p>time; Not enough time in the workshops (11/2 hour).</p> <p><b>Discussion/exploring theory vs. Activities</b>  Learning by doing; just do it ;-)  More movement, Action!  Few workshops based on activities. Too many workshops based on discussion; More active workshops in the outdoors.</p> <p>Lack of documentation research findings.  More real <u>review</u> experiences wanted.</p>
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**5. Informal – non-workshop activities**

Positives	Negatives
<p><b>Activities (12)</b>  The dancing in general (8)  The Ceilidh, the music, movement, fun, fantastic experience. Overall involvement; Ceilidh, best community dance ever.  Dancing and singing really connected me to the group.  The whole concept of raffles.  International dinner (2)</p> <p><b>Country's folklore (6)</b>  The character and traditions of Scotland are tremendous.  Introduction of traditions of Scotland, i.e. the bagpipes and haggis.  Scottish impact, dancing, clothing and speaking.  The Scottish culture, people and sexy men!</p> <p><b>Preconference (6)</b>  Great preconference (3) just what I needed, good way to get started.  The activities at the preconference.(3), allowing to exploring the area</p>	<p><b>Variety in evening program (1)</b>  Pre-structured evening programme: would have liked more informal session e.g. tortch-walk, campfire etc.</p> <p><b>International dinner (1)</b>  The international dinner felt more like one-man show rather than THE event were all participants contribute. It put unnecessary restrictions and rules on our participation (get in, leave flag, get out).</p>

and getting to know co-participants	
<b>Various</b> Finally there was a kid: hurray for Jacob. Fantastic weather.	

<b>Ideas and Suggestions</b>
<p><b>Breaks(2)</b> One afternoon session quality time; Maybe some active breaks in between, like: playing for fun, gymnastics, etc.</p> <p><b>Variety in evening program (1)</b> Some offers/and planned time for evening activities: walking, ropes course, etc</p>

**Informal – People/contact**

<b>Positives</b>	<b>Negatives</b>
<p><b>Great people (19)</b> Great people (4); Diverse professional and cultural backgrounds, no ego's. I like outdoor-people and the way they think. Open, Interesting people (2) Inspiring (2) Friendly people expressing, caring, humour, interest We are all children that like to play and talk. Good people, very friendly and supportive; from great places all ages. Great collection of like minded people. Warm welcome, welcome in Stirling, reception in Aberfoyle, centre staff on duty friendly and available. Nice cooks</p> <p><b>New people/old friends (3)</b> Met friends; I got to meet and see again amazing people; New participants; Easy to step in also for newcomers.</p>	<p><b>New people/old friends (5)</b> I do not manage to welcome all the new people, they are many and there are also many 'old' I want to catch up with. I did not meet / speak to new people that much. Some I have realized only at the last day. Many people changing every time, so sometimes not really contact with people. People who know each other sometimes do not contact with others.</p> <p><b>Groupsize (2)</b> The inertia of a big number of people made the first conference day start with a low energy level.</p>

<p><b>Different cultures (3)</b> The diversity cultures but together in their inside position (same spirit) Numbers and nationalities enrich; Meeting people from different cultures sharing same passion.</p> <p><b>Professional contact (1)</b> Sharing with other professionals &gt; competition</p>	
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<b>Ideas and Suggestions</b>	
<p><b>Welcoming new people (1)</b> Care (more) for induction of new participants.</p>	
<p><b>Group size and contact (2)</b> Do not get bigger; I had to work hard to speak to everyone</p>	

**Informal – Atmosphere**

<b>Positives</b>	<b>Negatives</b>
<p><b>'family feel' (14)</b> Family feeling (3) Spirit of the conference; Attention to every body's needs. Caring; To deepen relationships. There was a very positive atmosphere set: a combination of well thought out activities and opportunities to relax if someone choose to: no pressure. Not a conference but a community gathering. Meeting with people who share the same vision. Entertainment that brought people together without saying ??? but doing new experiences.</p> <p><b>Inspiration (6)</b> A great inspiration to looking for new ideas useful in my work. renew ideas; Exchange of ideas.</p>	



<p>Atmosphere: open, welcoming, questioning: not satisfied with the first answer. Sharing, learning Getting energy from meeting up with friends and colleagues Enormous flow of energy</p> <p><b>Learning in community (1)</b> Strong community allows for learning together which is faster and deeper than individual learning.</p>	
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<b>Ideas and Suggestions</b>
Ensure that the ethos of this community continues Very important!! (1)

## 6. Accomodation/dorms/location

Positives	Negatives
<p><b>Good site (14)</b> Nice site for conference (2) Wonderful basic facility. Location (3) Dounan's centre is perfect for the conference Enough space (2) Good, sufficient classrooms (2) lots of outdoor places; Lounge available Nice to have: hiking trails, amphitheatre and waterfall.</p> <p><b>Environment/Nature (10)</b> Beautiful environment/nature; Excellent surroundings, very varied (2) Close to nature provides us fresh air, open space and closeness.</p> <p><b>Sleeping facilities (6)</b> Camping (2) Bungalows; Nice dorms (2); Spacious cabins</p> <p><b>Other</b> Only our group.</p>	<p><b>Environmental awareness (2)</b> Producing a lot of waste by using plastic cups. Far too much trash</p> <p><b>Quality of workshop rooms (1)</b> The workshops rooms were flexible but not very comfortable (except Nick's tipi)</p> <p><b>Quality of beds (1)</b> Plastic sheets on mattress</p>

**Ideas and Suggestions**

**Environmental awareness (1)**

How about “coffee thermos mugs’ as memento next year. We could get it at arrival and use throughout the conference (and clean ourselves) and take it home as memento AND avoid use plastic disposable cups.  
Please pay more attention to environmental issues: reusable cups, paperbags for lunchpackages, self-service marmelade, butter, etc. instead of small plastic portions.

**7. Food and drinks**

Positives	Negatives
<p><b>Food (1)</b> Simple food</p> <p><b>Drinks (1)</b> Good choice of beer.</p>	<p><b>Food – quality (5)</b> Food can be better, more vegetables less fat potatoes. Food: “Institutional” (vs. “crafted with pride”), environmental impact?! Food could have been slightly better/be presented with more “love”. Quality of food/ Food was poor in quality and quantity.</p> <p><b>Food- variety (4)</b> There could be a bigger variety in food. availability of fruit. not enough fresh/healthy food. Food (lunch) not the same every day.</p> <p><b>Alcohol issues (2)</b> beer/liquor is really an issue; there is more in life than getting drunk at night; There was too much mentioning of alcohol and alcohol-related incidents.</p>

	<b>Drinks (1)</b> BETTER WINE! especially white...
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<b>Ideas and Suggestions</b>
<p><b>Availability of fruit and veg (2)</b> Make food more varied, more fruit and vegs.</p> <p><b>Availability of snacks in between mealtimes (2)</b> Please present more in-between snacks like corn-bars or fruits. Fruit available, juice available during breaks</p>

### 8. Personal comments

<b>Positives</b>	<b>Negatives</b>
<p><b>Feeling satisfied (3)</b> Gave me the feeling of satisfaction. Had time to speak, meet, be alone, attend workshops. I could learn many new things, meet new people. I could know the new method of work – and - DANCE!</p>	<p><b>Having to learn how to share ☺ (1)</b> Someone drank all the whisky and did not give me nothing.</p> <p><b>Preparation (3)</b> My personal attitude. Some workshops. I didn't think through / pack / prepare as much as I could. Less time I had to attend the meeting as I arrived later on.</p> <p><b>Information overload (1)</b> I feel overloaded by the amount of information and impression</p> <p><b>Languagedifficulties (1)</b> Sometimes difficult to express myself in English.</p>

**And the final word - THANKS**