Tool S3: End of phase questions

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| Results |
| Were the set objectives for Phase 1 achieved? |
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| **Process and diagnostics** |
| What went well? |
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| What were the challenges? How were they overcome? |
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| What should we do differently in future? How could we do it better? |
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| Personal learning and support |
| To what extent has the culture and leadership programme helped you learn more about your organisation’s culture and leadership? |
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| What was the biggest learning for you, your team, and your trust? Were there any surprises? |
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| Has being part of this programme helped you demonstrate collective leadership behaviours? If so, how? |
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| What would have helped you benefit more from this programme? |
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