

Q1 Please write your called name

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	S	12/17/2021 11:55 AM
2	E	12/12/2021 9:17 PM
3	H	12/11/2021 9:35 PM
4	V	12/11/2021 8:19 PM
5	R	12/11/2021 2:16 PM
6	M	12/11/2021 12:50 PM
7	J	12/11/2021 12:10 PM
8	T	12/11/2021 11:03 AM
9	P	12/11/2021 10:40 AM
10	O	12/10/2021 6:23 PM
11	L	12/9/2021 12:59 PM

Q2 How do you think the knowledge and experience, you have gained so far at CDL has impacted your motivation to lead diaconal/development work?

Answered: 11 Skipped: 0

ANSWER CHOICES	RESPONSES
made me a lot more motivated	63.64% 7
made me more motivated	36.36% 4
made no difference	0.00% 0
I don't know	0.00% 0
Total Respondents: 11	

#	YOU MAY COMMENT BRIEFLY ON YOUR ANSWER HERE:	DATE
1	I have learned alot of theology but it has been had to implement, now I have the knowledge to implement after learning the organisational development and other courses.	12/17/2021 11:55 AM
2	I am very motivated by knowing in more details about meaning and importance of diaconal work, and what diaconal work must aim at. ie - Transformation, reconciliation and empowerment.	12/12/2021 9:17 PM
3	I think through the Diaconic subject especially after saw video of the concrete diaconic work has impacted my motivation ,how to lead diaconal/development work in new sight.	12/11/2021 9:35 PM
4	The Course discribes the purpose and the methods of the Diaknoia ministry very clearer. So i can know my mission better through them and it ecourage me to do more in my context.	12/11/2021 8:19 PM
5	People of all nation and ethnicity are made in the image of God. i ought not to be afraid or avoid different cultures and religion, however, bridge gap by finding common ground and do practical work together and a long the way share common life and subsequently religious experience. Non-violent communication skills plus valuing the talents and strengths of individuals will have great impact diaconal/development work.	12/11/2021 2:16 PM
6	Through the course I was motivated by the passion of my teachers, they always prepare their lessons with detail, and have enough patience on us. This in itself is an example of leadership. I am deeply grateful to my teachers for their inculcation.	12/11/2021 12:50 PM
7	The knowledge and experience I gained motivated me very much. It helps me understand my position and create new vision in my life and work to see things different to serve and to lead the development work in my organization	12/11/2021 12:10 PM
8	Through the course, I am more certain that this job is a calling from God, so that I can be a light and salt through practical actions to help the needy and needy in the church and society, and to give me a greater sense of mission in the process of serving.	12/11/2021 11:03 AM
9	I'm reminded about the biblical basis for the work, the rootedness in Christ. I serve because He served me first.	12/11/2021 10:40 AM
10	The course provides both theoretical and practical content in a very systematic way. It motivated me to think about what I could "do" and also showed me how I could "do it".	12/10/2021 6:23 PM
11	I have been serving my community through Rotary and until the course i thought what i did was enough. However it was missing the diaconal aspect. I have learnt that when helping it is equally important to take care of the spiritual welfare of a person.	12/9/2021 12:59 PM

Q3 How do you think the knowledge and experience, you have gained so far at CDL, has impacted your ability to lead diaconal/developmentwork:

Answered: 11 Skipped: 0

ANSWER CHOICES	RESPONSES
helped me a lot	54.55% 6
been helpful to me	36.36% 4
made no difference	9.09% 1
I don't know	0.00% 0
Total Respondents: 11	

#	YOU MAY COMMENT BRIEFLY ON YOUR ANSWER HERE:	DATE
1	To know that I am servant who have a master to give accountability of my service.	12/17/2021 11:55 AM
2	Since the knowledge and experience I have gained increased my understanding, so I do believe that even my ability to know and act things in a correct and efficiently way has increased much. Hence makes it easy to lead by sharing what I have gained to others.	12/12/2021 9:17 PM
3	I already got knowledge and experience in this semester but I still need it, I think that I will increase my ability through all the materials I got (study it again in any opportunity) so could I develop or transform some diaconal work /develop work through my organisation or my church services	12/11/2021 9:35 PM
4	This course provides the systematic training in different aspects of Diakonia, just like theological reflection, communication, leadership, organization development etc. it improved our capacity to do the Diakonic ministry in our organization .	12/11/2021 8:19 PM
5	Diaconal/development work is a life of Christian. Christians are being eye, hears, mouth piece, legs and hands for Jesus Christ in touching and changing the lives of the needy. Development work is compassion in action - a bridge and stepping stone in places that is closed to the gospel. Diaconal/Development work purpose is to direct people to Jesus Christ.	12/11/2021 2:16 PM
6	Maybe it's time for me to imitiate the teachings and put it into practise.	12/11/2021 12:50 PM
7	The knowledge and experience I gained from CDL helped me and increase my ability and confidence to identify my strength and weaknesses and to work on the gaps and build strong relationships with others to lead in my organization effectively	12/11/2021 12:10 PM
8	I have gained a lot from the course in terms of study skills, communication with people, organisational development and leadership skills. Some terms and methods that I had heard before but did not really understand are now much clearer and I am trying to use them and find them very helpful.	12/11/2021 11:03 AM
9	You only increase ability if you apply what you've learned. There's been too little time and incentive for that yet. But the gained knowledge (and extra reading) should be a good reference point for improving future work.	12/11/2021 10:40 AM
10	The course, on the one hand, ties together my previous work experience and some reflections on my work. I was encouraged by the fact that some of my past experiences were confirmed in this course; at the same time, I reflected on some of the dilemmas I had encountered in the past, and it seemed that I could find better solutions to them from this course. This will certainly help me in my future work.	12/10/2021 6:23 PM
11	I have learnt how to communicate to different people in my communities and bring them together for a common cause of helping to create a better place together.	12/9/2021 12:59 PM

Q4 How helpful do you think the subjects of the Fall semester will be for you in your work in your church/ organization?

Answered: 11 Skipped: 0

	VERY HELPFUL	HELPFUL	A LITTLE HELPFUL	NOT AT ALL HELPFUL	NOT PRESENT/ DON'T KNOW	TOTAL
Study techniques	45.45% 5	36.36% 4	18.18% 2	0.00% 0	0.00% 0	11
Diakonia	72.73% 8	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11
Communication	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Organisational development	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Value-based Leadership	90.91% 10	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11

#	ANY SUGGESTIONS OR COMMENTS CONCERNING THE TEACHING AND THE SUBJECTS IN GENERAL.	DATE
1	All the subjects are very helpful only that others needs optimal time to elaborate.	12/17/2021 11:55 AM
2	Varieties of all the subjects are well sought and arranged, this goes hand in hand with teaching ability and style of our teachers. The teaching and subjects meets the requirements of my desire and my organization desires to send me to this course.	12/12/2021 9:17 PM
3	Because the different system of the internet.,We cannot use many technigues as other classmates. It is good to know some common techniques of this area, but i think we need to learn more about how to overcome the differences to share the information or communicaiton.	12/11/2021 8:19 PM
4	The subjects will influence and strengthen leadership qualities and abilities in terms of servanthood, confidence, openness, integrity and compassion. And inspires continual reflection on subject learnt. John Dewey 'we do not learn from experience but from reflecting on experience'.	12/11/2021 2:16 PM
5	ALL the lessons are helpful for me. Especially value-based leadership gives me deeply impression. The art of leadership is not in trickery, but in the inner drive, rooted in biblical truth, that brings out the potential and drives the organization.	12/11/2021 12:50 PM
6	4. The teaching and subjects of CDL are very important, useful and relevant for the work of my organization. Because all lessons helped me build my capacity to work for the organization development and to bring the desired change. Knowledge and experiences from all the teachers and students through teaching and discussions contributed much.	12/11/2021 12:10 PM
7	I found the course in general to be very good and systematic and the course content was very helpful to me. One suggestion would be to add some practical examples to the course, which I think would be better.	12/11/2021 11:03 AM
8	Especially with the OD lessons, it wasn't always clear to me why something should be an important topic. It seemed that only few participants actually have a leading position in which they're dealing with OD issues. So the relevance wasn't always clear.	12/11/2021 10:40 AM
9	Teaching is perfect !	12/10/2021 6:23 PM
10	I did struggle abit with understanding Diakonia and what it was about. It took me sometime to catch up but i eventually did. Benjamin is a great teacher, I feel it must have been because of not having a strong church background I am not yet sure.	12/9/2021 12:59 PM

Q5 How have you experienced this?

Answered: 11 Skipped: 0

	VERY GOOD	GOOD	NEITHER GOOD OR BAD	NOT GOOD	DON'T KNOW	TOTAL
The way the course is organized	63.64% 7	36.36% 4	0.00% 0	0.00% 0	0.00% 0	11
Course introduction and information material	63.64% 7	36.36% 4	0.00% 0	0.00% 0	0.00% 0	11
The social atmosphere in the class	90.91% 10	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
The content of the homework	45.45% 5	45.45% 5	9.09% 1	0.00% 0	0.00% 0	11
The amount of homework	18.18% 2	72.73% 8	9.09% 1	0.00% 0	0.00% 0	11
The usefulness of the Reflection Journal	54.55% 6	36.36% 4	9.09% 1	0.00% 0	0.00% 0	11
Devotions	54.55% 6	45.45% 5	0.00% 0	0.00% 0	0.00% 0	11
Team time	72.73% 8	18.18% 2	9.09% 1	0.00% 0	0.00% 0	11

#	SUGGESTIONS OR COMMENTS CONCERNING ANY OF THE QUESTIONS?	DATE
1	Should we have team time which will be person to person?	12/17/2021 11:55 AM
2	May be the use of reflection Journal has to be more encouraged and reminded from time to time.	12/12/2021 9:17 PM
3	I think amount of homework are not to much, but the problem is in my side, some time it's hard if I did not read it in the time or read all the article.	12/11/2021 9:35 PM
4	i like all of this course,especially the atmosphere and the interaction of the class. we can not lonly learn from the teachers, but also from our classmates in differents areas.	12/11/2021 8:19 PM
5	The lecturers were friendly, compassionate and go out of their way to make the student understand concepts and subjects. Lessons well organized and content/materials distributed in advance. Discussion group a good forum for sharing experience and digging deeper into the topic under discussion. The reflection journal is remedial and interactive tool which helps fast track lesson learnt. Devotion a wonderful moment for spiritual reflection. Team time warm and lively experiencing sharing and idea exchange moment.	12/11/2021 2:16 PM
6	The experence of team time is not good, it is due to the zoom itself.	12/11/2021 12:50 PM
7	All are very good and important. From the very beginning the course organized well, Students are equally treated and given the opportunity of discussion, conduct devotion and reflect our own ideas freely.	12/11/2021 12:10 PM
8	You've really tried to make the participants connect to one another. Much appreciated! Yet we've also experienced the disadvantage of doing this online. The added value of being an international group is most experienced 'in between' the formal moments. These are non-existent online. Regarding homework, see comment under 10.	12/11/2021 10:40 AM
9	Due to the technical limitations of the communication network, the relationship with the students may not be as close as in face-to-face contact scenarios. It was also a pity that I could not visit some of the social service projects in the field due to the epidemic. However, I can feel that the course is doing its best to make up for these shortcomings.	12/10/2021 6:23 PM
10	I loved the devotions as they helped us express ourselves and get to know each other better. However the time with my team was underutilized, could be because we all did not create the time for the engagements. I failed to show up for the scheduled meetings with my team.	12/9/2021 12:59 PM

Q6 What are the benefits and challenges of doing this course while you also work in your organisation?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	You put what you have learnt into practice. You strain alot and other programmes are to be suspended.	12/17/2021 11:55 AM
2	Benefits - You study at the same time you continue working - What you learn immediately you put in practice. - You save time by aquiring knowledge and experience while at your work place. Challenges - Interaction between study and work schedule - Can cause less concentration hence performance - Can be overwhelmed	12/12/2021 9:17 PM
3	The advantage I get is great, all the material is varied by showing many aspects so it is very rich. Moreover, my position as a leader has a lot to do with leadership principles and skills, communication, and also looking back at the basic principles of diaconal service. For organizational development material, it looks more at the development as well as the strengths and weaknesses of the organization by introducing several methods or tools to perform analysis. And one of the tools that I want to explore is the octago method because it is very comprehensive. The challenge is how to share and manage the time well. As a leader, this was a bit difficult and in the second month I gave assignments to senior friends at the management level.	12/11/2021 9:35 PM
4	This course gives me a lot of reflections of my work, so i can use many knowleges and experiences in the course to improve my daily work. Only one challenge for me it is the time of the class. it is 11:00 at the end of the course everytime, for us may feel tired in a long term.	12/11/2021 8:19 PM
5	For me is killings two birds with one stone as saying goes. Gaining knowledge, experience, inspiration related to my work right at work station is an important thing that has happened in my career. It is exciting that technology has made it possible to access educational materials, tutorials services in a remote rural Africa. At the same time i was fully aware of project activity progress. Lesson require some extra time,however, a good spacing between lessons during the week enables adjustment as required.	12/11/2021 2:16 PM
6	I can analyze organizational development and challenges while learning with the tools such as SWOT or Octalysis. Because of the time difference, I may not be able to finish dinner before class, and I will feel tired in class. Sometimes I can't finish reading on time because I'm busy with my work.	12/11/2021 12:50 PM
7	Benefits- The courses are relevant with most of the activities of my organization (church).So, while doing this course it helps me integrating the theory and practice. The challenge is sometimes duties from my organization are overlapping and makes busy. But, later this was solved by discussion with the leaders to revise our plan and rearrange the work and time to minimize overlapping	12/11/2021 12:10 PM
8	The course has been applied in a practical way, making it possible to work more efficiently and with more direction when dealing with problems. The challenge is that some of what you learn is still not proficient and you need more time to apply it.	12/11/2021 11:03 AM
9	It's positive to be able to connect the course content to daily work and situations. The challenge is to apply what you've learned and reflect on it. Also more practical: the time investment is quite a challenge.	12/11/2021 10:40 AM
10	The benefits of the course are too numerous to count, especially for work. I would like to mention one of the first benefits that emerged for me personally. The first benefit came after learning the Giraffe language. I started to re-examine the way I speak to my closest friends, family and colleagues. Improving the way we communicate has really made our relationship more harmonious. The main challenge is that I don't feel that I have digested enough compared to the rich and informative course.	12/10/2021 6:23 PM
11	Some of the benefits are having a place to implement some of the lessons learnt and having people to share the information with. One of the challenges has been that i take the classes from the office during open hours and distractions were sometimes inevitable.	12/9/2021 12:59 PM

Q7 How has your participation in CDL so far influenced your relationship with your European partner organisation?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Because of the follow up they have done in this time it has enabled them to discover my areas of operation in development and now they can trust me to work together with them.	12/17/2021 11:55 AM
2	Through many things learned in our subjects which largely touched almost every area of my work and personally, this has sharpened the relationship for many things now will be in common understanding and doing, therefore strengthen our partnership.	12/12/2021 9:17 PM
3	To see the extent of my participation in the CDL course, certainly affects my relationship with European partner. The important thing is that European partner who introduced and supported our organization took the opportunity. Of course they also hoped that after taking this course, I could contribute to my organization. That's because from the beginning until now they have given full support both financially and with attention.	12/11/2021 9:35 PM
4	it promotes our cooperation in Diakonia Ministry and gives us some new reflection of the projects. For example, we invited the foreign experts of Diakonia to China to carry out the Diakonia training project before, but maybe we can become the trainers after the course. We learn the knowledge and experiences of CDL and try to build our contextual curriculum system in China.	12/11/2021 8:19 PM
5	Culture map has given an understanding on how different parts of the world communicate differently. It enables us to respect and appreciate the diversity of cultures and communication scales.	12/11/2021 2:16 PM
6	If there is an opportunity, we can invite European partners to visit our organization and establish cooperative partnerships.	12/11/2021 12:50 PM
7	Participation in CDL opened additional opportunities that increased our relationship with partner organizations (NMS & Digni). So, partners continued their support and encouragement for me and the organization (EECMY).	12/11/2021 12:10 PM
8	They have helped us with learning opportunities and have met with us once a month to share and communicate, which is very much appreciated and appreciated, allowing us to become more familiar.	12/11/2021 11:03 AM
9	N/A	12/11/2021 10:40 AM
10	N/G	12/10/2021 6:23 PM
11	We have had to meetings to talk about the course and had constructive discussions on how I can apply what I have learnt. We have always had a good relationship, communication is better since taking the course.	12/9/2021 12:59 PM

Q8 Please reflect on your own development during your participation in this semester - personally, professionally and spiritually. What has your main outcome been?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	More is from those whom have been following me.But for I think it has been optimal.	12/17/2021 11:55 AM
2	Knowledge in many area -personally, professionally and spiritually has been increased. The way how to perceive things and act effectively has been increased.	12/12/2021 9:17 PM
3	I think what I have learned I will use in carrying out daily tasks in my organization. As a leader I try to be able to use or develop several methods or skills in communicating that are more touching to people and give enough space to hear and find the strengths of each person (employees) so that they develop themselves or their ideas.	12/11/2021 9:35 PM
4	i will use the knowlege of the expereices to improve my capacity to my work. And we will also try to choose some materials to try to orginazed Amity's Diakonia curriculun to serve for Chinese churches.	12/11/2021 8:19 PM
5	Personally i have learnt that it is good to work diligently but at the same time remember take good care our family. Professionally identify and relate to different personality traits.Diakonia is not an option but part of christian life and Jesus christ is the model.	12/11/2021 2:16 PM
6	Communication skills, organizational development, value-based leadership, etc. all of these teachings and the teachers' dedication encourages me to prompt myself to improve both in personal and spiritual.	12/11/2021 12:50 PM
7	Personally, I build confident and capacitated the ability during my participation in this semester. The lesson enables me understand myself to appreciate my ability and to know my weakness and to fill the gap professionally in order to be effective leader. Spiritually, I learned much from different personal faith stories and bible messages throughout the semester.	12/11/2021 12:10 PM
8	Personally, the course has helped me to increase my knowledge and broaden my horizons; professionally, social care service is a very systematic course that includes many aspects of knowledge and skills, through which my work and various abilities have been enhanced to a certain extent; spiritually, I am more aware of my calling and mission, and my sense of mission has been strengthened in the course of my work.	12/11/2021 11:03 AM
9	Personally: it's been good to invest time in 'me' and to be part of an international learning process. It's been reassuring to see I'm able to make a contribution with who I am. Yet it was also sometimes frustrating when things moved slowly. This is something I've had to accept: to slow down. I've also realised the extra investment of time (on top of working hours) has been a burden to the family and given me a bit of stress at some points. This means I shouldn't overestimate the workload I'm able to handle. Professionally: the course confirmed to me that I'm already quite good at org. devt. issues, yet the challenge is with communication and teamwork. I've bought the books on intercultural communication and non-violent communication and would really like to grow in this area. The course has given the theoretical tools, and now I need to put them into practice. Spiritually: the course has helped me to be more focused again on why I do the work I do. I need to be grounded in Christ to not only grow personally, but also professionally.	12/11/2021 10:40 AM
10	On a personal level, I now have a regular weekly study time and have regained my study habits and motivation to learn. From a professional point of view, I have now had some thoughts and inspirations on how to lead people to serve well. Spiritually , when I first started working, I used to think and ask, "What is God going to use me for? " As I have become more skilled and advanced in my work, I have rarely asked such questions over recent years. But this time the course has brought the question back to me. What can I be used by God for after these lessons?	12/10/2021 6:23 PM
11	Personally I have been able to discover and understand my qualities through management style and the colour profile. Professionally I have learnt how to hold effective meetings and manage my team better. I have grown spiritually by listening to faith stories and devotions shared by the other students in the course.	12/9/2021 12:59 PM

Q9 How do you think, you will use what you have learned in your daily work in your organisation?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	I am hoping to use what I have gained to the maximum of my calling in the service. I directly or indirectly apply the knowledge in the day to day work accordingly.	12/17/2021 11:55 AM
2	To bring expected results to my organisation, I could like to share with my co leaders and other staff what I have learned in this course and how together we can put in practice.	12/12/2021 9:17 PM
3	I appreciate that this course has ended. Everything is well organized, the materials have been received in a time, the teaching methods are interesting and each lesson is well prepared by the teacher. And there are always extra articles to clarify the points we were learn. Breakout rooms are quite helpful because there is sharing and we can complement each other. There are no other suggestions for learning methods, I think this method is quite helpful. I am very happy if in the following semester we will still have some guests to share their work or programs/experiences related to the subjects we are studying, like some of the previous guests	12/11/2021 9:35 PM
4	i responsible for the study and research work of Diakonia. i think i can use a lot gains form the course to write the paper of these areas in our context, to oraginized the training and conferences projects, to edit our Amity's textbooks of Diakonia etc.	12/11/2021 8:19 PM
5	I have already started sharing with my colleagues so that they can read and watch selected materials and clips.i have also recommended to the management to plan teaching diakonia to the local staffs. i will also be using some analytical tools at the field level together with project team.	12/11/2021 2:16 PM
6	Non-violence communication, value-based leadership, etc.	12/11/2021 12:50 PM
7	I need to discuss with my church leaders and social service department workers about the course and its advantage for organizational development. When agreed, it is possible to plan and achieve the desired change	12/11/2021 12:10 PM
8	In my opinion, the course covers both broad aspects, such as the development of the organisation, which allows me to consider the development of the organisation and the execution of my job from a broader perspective, and small aspects, such as how to communicate with colleagues, clients and target groups, which allows me to apply the knowledge and skills I have learnt in the actual work process to deal with all aspects of relationships and things.	12/11/2021 11:03 AM
9	I would especially like to focus on constructive communication and teamwork. Besides this, I think I will be able to use some tools from the OD lessons in processes we'll be entering in the coming year.	12/11/2021 10:40 AM
10	1. Diaknoia in context provides a theological theory for value judgements - what services are countable as diakonia. 2. Organizational development—Some of the analysis methods and tools are easy to use and easy to share with others. The class also allowed us to think for ourselves to summarise which tools and methods we would take back to share with colleagues and leaders. We already have the beginnings of a plan. 3. Communication - I have started to practice some of these suggestions and methods. I personally find it very effective and will continue to practice 4. Leadership - a word I heard a lot in previous years, but was actually still a very new area for me.I think I learned quite a lot in the class, but I need more time to digest and practice to put it to good use in my work.	12/10/2021 6:23 PM
11	I will make my daily work easier by following the habits of highly effective people. By using the SWAT Analysis I am able to assess the position or standing of the organisation and working on making it a better working environment for all.	12/9/2021 12:59 PM

Q10 Anything about the way this course is organised you especially appreciate or would suggest that we do in a different way?

Answered: 10 Skipped: 1

#	RESPONSES	DATE
1	I appreciate the respect to one another, equal opportunities in class, motivational spirit, the relationship in students and also students and teachers.	12/17/2021 11:55 AM
2	To be honest, I highly appreciate the way the whole course is organized, the teachers also are so encouraging and friendly which although this kind of online course is new to some of us but makes us love the course and continue following closely regardless the challenges we face sometimes due to network problems.	12/12/2021 9:17 PM
3	Look forward to know more practical experience of different countries related with the knowledge we get from the course through our teachers and classmates.	12/11/2021 8:19 PM
4	The spacing between lessons gives time for digestion and preparation of the next lesson. Distribution of teaching material in advance gives room for preparation and clues on the coming subject.	12/11/2021 2:16 PM
5	The lack of immersive learning atmosphere is due to the online course itself. If it can be changed to offline teaching, the effect will be better.	12/11/2021 12:50 PM
6	10. I really appreciate the teachers and the course throughout the semester and the education materials provided for further use on our journey	12/11/2021 12:10 PM
7	I appreciate the fact that the teachers of the course have designed the plan, the daily routine of a semester before we start the course and are able to follow the set schedule so that we have more goals and clarity in the learning process. Also, sending us the content to be read in the course and the lesson materials for the class before each course so that we can preview the lessons is very helpful in making our lessons more efficient.	12/11/2021 11:03 AM
8	What I really appreciated is the commitment of the teachers. It was clear you enjoyed teaching us :) You also clearly tried to incorporate different techniques and tools. Yet this is something that could also be more elaborated. Even though it may take more time, it's really useful to utilise interactive tools. Maybe a Kahoot from time to time to recap the learning from the previous lesson? To me, the breakout sessions have proven to be crucial in this course. Since interaction doesn't take place in the plenary session, you need to find it in the smaller groups. They take a lot of time, but if you take them out or make them shorter, you miss out on the intercultural learning. There may also be tricks to get people talking in the plenary session. Even after all these months, people remain quiet when asked a direct question. It would be good to reflect on how to do this differently. What I've been thinking the last few weeks, is that it would be more helpful for me to have only 4 hours lessons each week, and then 4 hours for homework and assignments. It helped me e.g. to be pushed to write a paper for the OD course and do a presentation about how I'm going to follow up in the organisation. You may consider to introduce these kinds of assignments for the VBL and diakonia lessons also. Not all at the same time, but throughout the semester :)	12/11/2021 10:40 AM
9	N/G	12/10/2021 6:23 PM
10	I have appreciated how organised the course has been and good time management. Thank you Lisbeth and Benjamin for always sending out the notes before the lessons so we can familiar with them.	12/9/2021 12:59 PM