

## Q1 Please write your called name

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	-	12/9/2024 11:53 PM
2	-	12/9/2024 11:52 PM
3	-	12/9/2024 11:52 PM
4	-	12/9/2024 11:52 PM
5	-	12/9/2024 11:51 PM
6	-	12/9/2024 11:51 PM
7	-	12/9/2024 11:45 PM
8	-	12/9/2024 11:44 PM
9	-	12/9/2024 11:43 PM
10	-	12/9/2024 11:42 PM
11	-	12/9/2024 11:38 PM
12	-	12/9/2024 11:28 PM
13	-	12/9/2024 11:25 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: 13 Skipped: 0

ANSWER CHOICES	RESPONSES	
made me a lot more motivated	61.54%	8
made me more motivated	38.46%	5
made no difference	0.00%	0
I don't know	0.00%	0
Total Respondents: 13		

#	YOU MAY COMMENT BRIEFLY ON YOUR ANSWER HERE:	DATE
1	CDL curriculum is very practical and help me to understand how to connect with people or serve people more effectively.	12/9/2024 11:53 PM
2	Motivation Answer: In this first semester I learn about the communication, leadership development, organizational development and diaconal work. I didn't have chance before through this kind of course online. The new things for me to know about the approaches of communication, leadership styles, personality check, servant leadership attitudes, conflict resolutions issues, organization structure, organizational teams, strengths, weaknesses etc. I	12/9/2024 11:52 PM

am motivated with these new things as I need it for my personal and organizational development.

3	They play a major role to shape and enhancing my motivation with deep understand of purpose, building confidence, exposure to real life stories, strengthening faith, building relation and learning of innovative approaches.	12/9/2024 11:52 PM
4	The training has deepened my awareness of social injustices and the importance of serving with compassion and integrity, aligning my actions with values of justice, equality, and dignity. Through learning critical skills in project management, advocacy, and strategic communication, I feel more empowered to design and implement impactful solutions that address real community needs.	12/9/2024 11:52 PM
5	The knowledge and experience gained at CDL have significantly enhanced my motivation to lead diaconal and development work. CDL's focus on servant leadership, justice, and community empowerment has deepened my understanding of how faith-based values can drive social change. The CDL course has prepared me to address real-world challenges effectively, while the spiritual insights have reinforced my commitment to fostering hope, compassion, and transformation within marginalized communities. This holistic perspective has inspired me to lead with purpose and resilience in diaconal and development initiatives.	12/9/2024 11:51 PM
6	What am doing is not for myself only, but it is for others as well. Taking care of other's needs.	12/9/2024 11:51 PM
7	The knowledge discovered in the CDL course has been very beneficial and I am glad to be part of this course. It has broadened my scope of diaconal work and opened more avenues for development in my organization.	12/9/2024 11:45 PM
8	The knowledge and experience I have gained in the Church-Based Development Leadership course have significantly enhanced my motivation to lead diaconal and community development work. The course has deepened my understanding about cultural sensitivity, non-violent communication, and interfaith dialogue has motivate me to approach leadership.	12/9/2024 11:44 PM
9	The course has built my confidence in believing in myself.	12/9/2024 11:43 PM
10	Before joining the training, my understanding of diaconal duties was mostly confined to church-related activities, like administering sacraments and maintaining the church building. However, after the training, I realized that Diakonia embodies how Jesus acted and lived. The experience was an eye-opener and motivated me a lot.	12/9/2024 11:42 PM
11	The CDL course has significantly enhanced my understanding and knowledge in various areas, including communication skills, project management, and analysis. Additionally, it has helped me gain a broader perspective on the role of Diakonia and its impact across different fields and institutions worldwide.	12/9/2024 11:38 PM
12	The knowledge and experience I got from CDL training widened my understanding of diaconia,that it is ministry, expression of love for all in need without descrimination and enabled me to understand that the development work we are engaged in is part of diaconia.	12/9/2024 11:28 PM
13	1.Inspiring Environment- The collaborative atmosphere fostered a sense of community. 2.Skill Development- The program offered various workshops and sessions focused on essential skills like communication, problem-solving, and strategic thinking. 3.Goal Setting- CDL 2024 emphasized the importance of setting clear, achievable goals. 4.Mentorship Opportunities- Access to experienced mentors provided invaluable guidance and encouragement. 5.Networking and Collaboration- Building relationships with fellow participants and industry leaders opened up new opportunities for collaboration. 6.Real-World Applications-The program incorporated case studies and practical scenarios that connected theory with real-world challenges.	12/9/2024 11:25 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: 13 Skipped: 0

ANSWER CHOICES	RESPONSES	
helped me a lot	76.92%	10
been helpful to me	23.08%	3
made no difference	0.00%	0
I don't know	0.00%	0
Total Respondents: 13		

#	YOU MAY COMMENT BRIEFLY ON YOUR ANSWER HERE:	DATE
1	On top of what I have learnt from seminary, CDL's tactic and strategies assisted me and built up my confident to approach and lead the mission.	12/9/2024 11:53 PM
2	The learnings from CDL have helped me to see the potentials I have but I was thinking those areas as my weakness before. As I was thinking that Church ministry and development work is different but after the 1st semester, I found that diaconal work through the organization and the church is a part of Great Commission to share the love God to bring the beneficiaries to see the Image of God as an Image bearer.	12/9/2024 11:52 PM
3	Knowledge and experience increase my ability to lead diaconal and development work with critical thinking, decision making skills, leading effective and understanding the diverse. They impacted me a lot to work in diaconal and development work effectively.	12/9/2024 11:52 PM
4	The knowledge and experience gained at CDL have enhanced my ability to lead diaconal and development work by equipping me with practical skills, ethical principles, and a deeper understanding of community needs, enabling me to create impactful, inclusive, and sustainable solutions.	12/9/2024 11:52 PM
5	The knowledge and experience gained at CDL have greatly enhanced my ability to lead diaconal and development work by equipping me with a strong foundation in both theological principles and practical skills. CDL's emphasis on servant leadership, community engagement, and holistic development has enabled me to approach challenges with a balance of compassion and strategic thinking. I have developed a deeper understanding of social justice, diaconal and the importance of collaboration, which are essential for addressing the needs of marginalized communities effectively. This has strengthened my confidence and capability to lead transformative initiatives with purpose and impact.	12/9/2024 11:51 PM
6	Understand the meaning on diaconal has widening mu understanding, especially spiritually to be a servant.	12/9/2024 11:51 PM
7	I have gained more misery in the areas of leadership in my church and workplace. The various leadership approaches has been impactful to my very life.	12/9/2024 11:45 PM
8	The knowledge and experience gained from the Church-Based Development Leadership course have greatly enhanced my ability to lead diaconal, communication skill and leadership development. They have equipped me with practical tools for community engagement, cultural sensitivity, and interfaith collaboration, enabling me to work effectively in diverse contexts. Learning about non-violent communication and the principles of diakonia has strengthened my capacity to lead with compassion, respect, and a focus on empowerment. The course has also helped me faith-based resilience, making me a more confident and effective leader.	12/9/2024 11:44 PM
9	It has equipped me with the knowledge and understanding to lead.	12/9/2024 11:43 PM
10	The training significantly enhanced my communication skills and deepened my understanding of my working environment. It provided valuable insights into effective interaction with colleagues and community members, allowing me to express my thoughts more clearly and empathetically. Moreover, the training equipped me with strategies for managing challenges that arise in both personal and professional contexts. I learned how to approach difficulties with a constructive mindset, turning potential conflicts into opportunities for collaboration and growth. Additionally, I gained a greater awareness of the needs and perspectives of others, which has empowered me to offer more meaningful support. By understanding the challenges that my peers face, I can now contribute to a more supportive and cohesive environment.	12/9/2024 11:42 PM

Overall, this training has transformed not only how I communicate, but also how I engage with and assist those around me.

11	CDL has strengthened my leadership skills by deepening my understanding of community needs, enhancing strategic thinking, and fostering empathy. It's equipped me with the tools to lead with purpose, collaborate effectively, and create lasting impact in diaconal and development work.	12/9/2024 11:38 PM
12	The knowledge & experience I gained from experienced teachers and discussion in breakout rooms improved my personal life and work. I got knowledge that I can share with my colleagues to improve the organization's development and social services.	12/9/2024 11:28 PM
13	1. Enhanced Understanding of Leadership Principles. 2. Improved Communication Skills. 3. Strategic Thinking and Planning. 4. Cultural Sensitivity and Inclusion. 5. Strengthened Collaborative Skills. 6. Increased Resilience and Problem-Solving Abilities	12/9/2024 11:25 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: 13 Skipped: 0

	VERY HELPFUL	HELPFUL	A LITTLE HELPFUL	NOT AT ALL HELPFUL	NOT PRESENT/ DON'T KNOW	TOTAL
Diakonia	69.23% 9	23.08% 3	7.69% 1	0.00% 0	0.00% 0	13
Culture and Communication	76.92% 10	23.08% 3	0.00% 0	0.00% 0	0.00% 0	13
Organisational Development	76.92% 10	23.08% 3	0.00% 0	0.00% 0	0.00% 0	13
Value-based Leadership	92.31% 12	7.69% 1	0.00% 0	0.00% 0	0.00% 0	13

#	ANY SUGGESTIONS OR COMMENTS CONCERNING THE TEACHING AND THE SUBJECTS IN GENERAL.	DATE
1	I was finding hard time to link Diakonia to every aspect of church's mission work. It is a good to use participatory approach to discover Diakonia but I would also prefer to have more input from the presenter.	12/9/2024 11:53 PM
2	It will help me to understand the perspective of our beneficiaries with relating their cultural context. This way I can understand the people group needs to redesign or creating new opportunity for our organization. At the same ways I it is helping me to grow my interpersonal relationship for my Church involvement for the believers and their communities.	12/9/2024 11:52 PM
3	All subjects are very helpful and they are working connectively to enhancing our ability to handle issues, how to live, how to lead, how to make decision, how to build relation, how to face challenges and hence to create a good world.	12/9/2024 11:52 PM
4	The subjects been so helpful to me, in building understanding and application knowledge in working environment, and hence improve working performance in communication, serving the people in need and assessing the organization capacity to achieve it mission.	12/9/2024 11:52 PM
5	The subjects of the Fall semester will be highly beneficial for my work in the church, communities, and organization. They provide a well-rounded understanding of theology, leadership, and practical development skills essential for addressing community needs. Sessions that focus on Diakonia, Culture and Communication, Organizational Development and Value-based Leadership will directly enhance my ability to design and implement impactful programs. Additionally, the integration of spiritual formation and ethical frameworks will ensure my work aligns with faith-based values, empowering me to serve with greater clarity, compassion, and effectiveness in both diaconal and organizational contexts.	12/9/2024 11:51 PM

6	Teachers are very dedicated to training, though follow up and homework.	12/9/2024 11:51 PM
7	The teaching was very concise and precise for me. Increased my comprehension in service and leadership.	12/9/2024 11:45 PM
8	The subjects of Diakonia, Culture and Communication, and Organizational Development from the Fall semester have been immensely helpful in shaping my approach to work in both my church and organization. Diakonia has deepened my understanding of service rooted in faith, helping me align spiritual values with practical acts of compassion and justice. Culture and Communication has enhanced my ability to engage respectfully and effectively with people from diverse backgrounds, especially in interfaith and different intercultural. I got knowledge for This is critical in Myanmar's multicultural context and for fostering harmonious relationships in my work. Organizational Development has given me valuable insights into building effective, sustainable structures and strategies, which are Organizations develop in four phases: Pioneering, development, maturity and innovation. Have a chance to do exercise for my organization. 3 cycle model for organization on : What we are, what we do, who we associate with. SWOT analysis will also help for organization development and help to learn my organization with exercise. Reflect journey and personal comment help me to know about what I have learn.	12/9/2024 11:44 PM
9	I believe all the lessons were presented well especially Culture and communication.	12/9/2024 11:43 PM
10	It is good and well organized keep going.	12/9/2024 11:42 PM
11	n/a	12/9/2024 11:38 PM
12	All the subjects are very helpful for me personally. The teachings improved my communication capacity with people of different backgrounds ( culture & religion), assess my organizational capacity and plan for future improvement.	12/9/2024 11:28 PM
13	1. Engagement Strategies. 2. Diverse Perspectives. 3. Curriculum Enhancement. 4. Feedback Mechanisms. 5. Support Structures.	12/9/2024 11:25 PM

### Q5 How have you experienced this?

Answered: 13 Skipped: 0

	VERY GOOD	GOOD	NEITHER GOOD OR BAD	NOT GOOD	DON'T KNOW	TOTAL
The way the course is organised	61.54% 8	38.46% 5	0.00% 0	0.00% 0	0.00% 0	13
Course introduction and information material	76.92% 10	23.08% 3	0.00% 0	0.00% 0	0.00% 0	13
Study techniques	61.54% 8	38.46% 5	0.00% 0	0.00% 0	0.00% 0	13
The social atmosphere in the class	53.85% 7	46.15% 6	0.00% 0	0.00% 0	0.00% 0	13
The content of the homework	46.15% 6	53.85% 7	0.00% 0	0.00% 0	0.00% 0	13
The amount of homework	53.85% 7	46.15% 6	0.00% 0	0.00% 0	0.00% 0	13
The usefulness of the Reflection Journal	69.23% 9	30.77% 4	0.00% 0	0.00% 0	0.00% 0	13
Devotions	61.54% 8	38.46% 5	0.00% 0	0.00% 0	0.00% 0	13
Team time	69.23% 9	30.77% 4	0.00% 0	0.00% 0	0.00% 0	13

#	SUGGESTIONS OR COMMENTS CONCERNING ANY OF THE QUESTIONS?	DATE
1	I love the teaching technics like lecture, reflection, group discussion, video teachings, testimonies, experts' teachings and learners who are joined from different parts of the world. The students are also well experiences from their sectors, and I had chances learn from them also.	12/9/2024 11:52 PM
2	Suggestion; To balance time in order to path through all the material sent to us. Because in the class there is more concentration, experiences and contribution rather than path them by ourselves.	12/9/2024 11:52 PM
3	I am strongly experience the effective approach and methodology of this course in terms of organization of materials, presentations and assessment which are more practical in our working environment. However, devotion is slightly good due less preparation of students.	12/9/2024 11:52 PM
4	I have found the CDL course to be a transformative and enriching experience. It has provided a unique blend of theological insight, practical skills, and personal development, enabling me to grow both as a leader and as a servant in my community. The interactive learning environment, coupled with diverse perspectives from peers and instructors, has deepened my understanding of diaconal and development work. I have particularly appreciated the focus on faith-driven leadership and its application to real-world challenges. This course has inspired me to approach my work with renewed purpose, compassion, and a commitment to meaningful change.	12/9/2024 11:51 PM
5	The break-downs of the course content has very insightful and useful.	12/9/2024 11:45 PM
6	I am ok on this course about time duration, studying on subject and teacher.	12/9/2024 11:44 PM
7	The class is exceptionally well-organized and offers a positive learning environment. However, my personal challenge lies in the time constraints imposed by the organization's activities and fieldwork. Balancing these commitments often makes it difficult for me to fully engage with the course material.	12/9/2024 11:42 PM
8	Everything is going well, and everyone is doing their best. However, when a few classmates join the breakout room with their video off and don't engage, even when called, it makes the atmosphere feel disengaged and less serious. I understand there may be internet issues, but more participation could help improve the dynamic.	12/9/2024 11:38 PM
9	The way the courses were organized, study techniques, interaction in class and breakout rooms were very important and educative, the reflection journal helped to capture important points.	12/9/2024 11:28 PM
10	N/A	12/9/2024 11:25 PM

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

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	There is not so much on challenges. But sometime many works come in at one point then it is difficult to manage. When one talks about benefits it is a lot. The course does not take too much time but provide important and necessary inputs on different topic concerning with CDL. All of the presenters are very kind, patience, helpful and caring. The course has shaped me in my spirituality, mentality and personality.	12/9/2024 11:53 PM
2	I can help my organization to plan, design, monitoring and evaluation process according to my learnings. The challenges will be for me to share and implement it with the staffs those are not teachable and don't want to be accountable as a team.	12/9/2024 11:52 PM
3	Benefits: Practical application of the knowledge, Skill enhancement, Increase efficiency, increase networking opportunities, It is professional growth and have long term impact as the strategies for the future. Challenges: Balancing coursework and organization works are	12/9/2024 11:52 PM

sometimes hard although the load of work reduced in the organization, Sometimes lack of support from organization can cause pressure, Tiredness is also a challenge.

4	he knowledge and experience gained at CDL have significantly enhanced my ability to lead diaconal and development work by deepening my understanding of leadership rooted in faith and service. This has equipped me with the tools to approach challenges with empathy, strategic thinking, and ethical responsibility, enabling me to serve communities effectively while aligning with the core values of justice and compassion. Furthermore, the practical application of these principles within my organization has improved my communication, decision-making, and organizational assessments. The skills learned have allowed me to better evaluate the needs of the people we serve and implement strategies that strengthen the organization's capacity to fulfill its mission, ensuring sustainable and impactful development work.	12/9/2024 11:52 PM
5	The CDL course offers significant benefits and some challenges while working in an organization. It enhances professional skills, such as Diakonia, Culture and Communication, Organizational Development and Value-based Leadership, which can be directly applied to organizational tasks, improving efficiency and impact. The course also deepens spiritual and personal growth, fostering a sense of purpose and alignment with faith-based values. Networking opportunities with peers and mentors enrich learning and collaboration. However, balancing the course workload with professional responsibilities can be challenging, requiring effective time management. The pressure of simultaneous deadlines and responsibilities may feel overwhelming at times, but the overall growth and knowledge gained make the effort worthwhile.	12/9/2024 11:51 PM
6	it is very help full because it is connected to what am doing at the organization. There has been a network challenge sometimes missing some of the points during conversation.	12/9/2024 11:51 PM
7	Benefits 1. Gained more knowledge for impact at my workplace and with my relationship with others. 2. Discovered a new way of learning online which is very useful. 3. Sharpened the practice of time management with my daily activities. Challenges.. 1. Sometimes experiences network issues 2. Combining lectures with teaching at work was very tedious. 3. Some lecture times were not really understood properly. (Organizational development)	12/9/2024 11:45 PM
8	The benefits of doing the CDL course while working include: I can directly apply what I learn, like communication skills, leadership strategies, or cultural insights, in my organization, church, and home. The course helps me grow professionally and spiritually, enabling you to serve others with greater confidence and understanding. I improve my English skills on listening and writing. The challenges include: - Sometime needs to do balancing course requirements with organizational duties/jobs and personal responsibilities.	12/9/2024 11:44 PM
9	The benefit to me is that it has made me more of a problem solver and the challenge is the time which is not soo favorable for me.	12/9/2024 11:43 PM
10	Balancing a course while working in an organization presents both benefits and challenges. The benefits are the courses provide new skills and knowledge that can be immediately applied in the workplace, enhance job performance, and provide opportunities to connect with peers and professionals, which can lead to valuable relationships and collaborations. It also improved my ability to prioritize tasks and manage time effectively, skills that are beneficial in any role, it boosted my enthusiasm for my job, as I can apply new concepts and ideas in my daily work. The challenges are balancing coursework with work responsibilities is stressful, finding time for studying, attending classes, or completing assignments is difficult, especially during busy work periods, and the added responsibilities of coursework and office work disrupt personal time and make it harder to maintain a healthy work-life balance. Generally, pursuing a course alongside work is highly beneficial for personal and professional growth, but it requires careful planning and support to navigate the associated challenges effectively.	12/9/2024 11:42 PM
11	Having the opportunity to be part of this course is very beneficial, as it helps improve my leadership skills, particularly in communication, using tools effectively, and learning new resources. I also appreciate connecting with friends from around the world who share similar interests to EFC. The biggest challenge for me is managing time, as I am a full-time worker and travel frequently, which can be demanding in terms of both time and energy.	12/9/2024 11:38 PM
12	There are many benefits I gained from these courses. As my organization works among people of different cultural and religious backgrounds, intercultural communication,culture map, Value based leadership benefited me to think and plan differently. There are challenges doing this course while working, but the benefits surpasses the chalenges for me.	12/9/2024 11:28 PM

13	Benefits: 1.Immediate Application of Knowledge. 2.Enhanced Skills Development. 3.Networking Opportunities. 4.Increased Motivation and Engagement. 5.Personal Growth. Challenges ; 1.Time Management. 2.Competing Priorities. 3.Limited Availability for Networking. 4.Potential for Reduced Focus. 5.Support System Limitations.	12/9/2024 11:25 PM
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## Q7 How has your participation in CDL so far influenced your relationship with your European partner organisation?

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	Helps me to grasp the different culture and understanding between our partner organization.	12/9/2024 11:53 PM
2	I had a chance to meet the Digni representative at Dhaka and it was wonderful.	12/9/2024 11:52 PM
3	My participation has increase good relationship through follow up on the progress of the course.	12/9/2024 11:52 PM
4	My participation in CDL has strengthened my relationship with my European partner organization by enhancing my leadership and communication skills, enabling me to engage more effectively in joint initiatives. The insights gained in faith-based leadership and development have allowed me to align our goals and strategies more closely, fostering mutual understanding and collaboration. Additionally, the ethical frameworks and cultural sensitivity learned through CDL have helped build trust, ensuring that our work together remains impactful and responsive to the needs of the communities we serve.	12/9/2024 11:52 PM
5	My participation in CDL has positively influenced my relationship with my European partner organization by enhancing my leadership skills, strategic thinking, and ability to engage in cross-cultural collaboration. The knowledge and insights gained from the course have improved my communication and understanding of development work, which has been beneficial in aligning our goals and initiatives with the partner organization's vision. The course has also deepened my understanding of global justice issues, which has enabled me to engage more effectively in discussions with the partner organization about shared challenges and opportunities. I am now better equipped to contribute to joint projects, advocate for the needs of the communities we serve, and bridge cultural and organizational differences with a greater sense of empathy and understanding. Furthermore, the course's emphasis on faith-based leadership has strengthened my ability to integrate shared values and spiritual principles into our collaborative work, fostering a deeper sense of partnership and mutual respect. This has, in turn, reinforced our collective commitment to meaningful, long-term development goals.	12/9/2024 11:51 PM
6	By attending this course will improve my organization performance and the communication with European partner	12/9/2024 11:51 PM
7	It has improved my interaction and understanding of some partnership policies.	12/9/2024 11:45 PM
8	My participation in the CDL course has positively influenced my relationship with our European partner organization in several ways: - Improved Communication in English listening and writing skills have made communication more effective and professional. - -- This helps build mutual understanding and ensures clearer collaboration on projects. - Learning about cultural dynamics and respectful communication has deepened my appreciation for cultural differences, fostering a stronger and more empathetic partnership. - The course has equipped me with knowledge and tools that reflect a proactive and capable approach to development work, reinforcing trust and credibility with the partner organization. - Understanding diakonia and development principles has helped align our organizational values with those of the European partner, creating a shared sense of purpose.	12/9/2024 11:44 PM
9	My participation has made me understood the interest of my European partners more than before.	12/9/2024 11:43 PM
10	The CDL program is a comprehensive capacity-building training initiative designed to enhance the quality of service we provide to the wider community. The program fosters a more effective approach to community engagement and service delivery by equipping us with essential skills	12/9/2024 11:42 PM



and knowledge. One of the primary benefits of the CDL program is its focus on improving communication. Participants learn best practices for conveying information clearly and effectively, which is crucial in building strong relationships with community members and stakeholders. This enhanced communication facilitates better understanding and fosters trust and collaboration within the community. Additionally, the training emphasizes the importance of accurate and transparent reporting to our partner organizations. By developing robust reporting skills, we can provide detailed and insightful updates on community needs, program effectiveness, and overall impact. This not only strengthens our partnerships but also ensures that we are accountable and responsive to the expectations of our stakeholders. Generally, the CDL program improves organizational growth, empowering us to deliver higher-quality services and communicate more effectively with both the community and partners. Through this training, I am better positioned to meet the needs of those I serve and to foster lasting, positive change in my community.

11	It helps me gain insight into different areas of work. Learning about the practices and perspectives of European partners allows me to adapt more easily to these approaches.	12/9/2024 11:38 PM
12	I am sure that my participation in CDL training will improve our communication, negotiation and strengthen our partnership in future.	12/9/2024 11:28 PM
13	1.Enhanced Communication Skills. 2.Deeper Understanding of Cultural Contexts. 3.Increased Confidence in Leadership. 4.Shared Goals and Vision. 5.Strengthened Trust and Collaboration. 6.Networking Opportunities.	12/9/2024 11:25 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: 13 Skipped: 0

#	RESPONSES	DATE
1	I would say in all of these areas I have been challenged to make betterment. Also about the conflict, the course assist me to understand reasons of conflict occurrence and how to dealt with them.	12/9/2024 11:53 PM
2	I personally benefitted from this course as I went through my personality check and through class learnings I found in different arena where I need to improve. Through classes I was able to check those area alongside my spiritual and organizational development.	12/9/2024 11:52 PM
3	Personally: The course has enhance self awareness, some how improve my confidence and expand network. Professionally: The course has equip me with tools to lead, to manage, to make strategies and decision making. It also advance my career which has impact to the organization. Spiritually: The course has deepened my faith, influence and inspiring me with serving heart in my organization, neighbor, family and community at large.	12/9/2024 11:52 PM
4	Throughout this semester, my participation in CDL has fostered significant personal, professional, and spiritual growth. Personally, I have gained a deeper sense of self-awareness and resilience, learning to balance the demands of my work, studies, and personal life more effectively. Professionally, I have enhanced my leadership capabilities, particularly in the areas of communication, strategic planning, and decision-making, which have empowered me to lead development projects with greater impact and efficiency through assessing the sustainability of group proposed project and advised them accordingly. Spiritually, the integration of faith-based principles into leadership has deepened my sense of purpose, helping me lead with a servant heart, guided by compassion and ethical responsibility. The main outcome of this semester has been a strengthened ability to align my values, skills, and vision in a way that not only advances my work but also serves the greater good of the communities I work with, fostering sustainable development and holistic well-being.	12/9/2024 11:52 PM
5	Throughout this semester, my development has been transformative on personal, professional, and spiritual levels. Personally, I have become more self-aware and reflective. The course has encouraged me to examine my own values, strengths, and areas for growth, helping me	12/9/2024 11:51 PM

identify how I can better serve my community and organization. I have also developed a stronger sense of resilience, learning to balance the demands of work, study, and personal commitments, which has improved my overall time management and stress management skills. Professionally, the semester has provided me with practical tools and frameworks that are directly applicable to my role in leading development initiatives. I have gained deeper insights into Diakonia, Culture and Communication, Organizational Development and Value-based Leadership, which have enhanced my ability to lead with a more focused and impactful approach. This has boosted my confidence in making decisions and executing programs that align with both organizational goals and the needs of the communities we serve. Spiritually, the course has deepened my understanding of the connection between faith and action. I have gained a clearer vision of how my spiritual values can guide and inform my leadership style, particularly in the areas of justice, compassion, and service. This has enriched my sense of purpose and motivation in both my personal faith journey and my professional work, grounding my actions in a deep commitment to make a difference in the world. The main outcome of this semester has been the development of a more integrated leadership approach, one that blends my spiritual convictions with professional competence. I now feel more prepared to lead with clarity, compassion, and a sense of purpose, deeply committed to serving both the people I work with and the larger goals of social justice and community empowerment.

6	1) I personally the cause has help me to understand on leadership skills, also how to work with people with different ideas and thoughts. 2) Through OD, it has help me to understand my organization in deep way than before. 3) How to avoid conflicts by be clam and lessening what others are giving out their ideas or different thoughts. Learn how to use some one difference in positive ways. This has expanded my understanding, on how to work with people of different ideas.	12/9/2024 11:51 PM
7	Personally, I have been well-trained during this course and everything learnt is very useful to my development. Professionally, I have been equipped to tackle issues or concerns in my life and organization properly to prevent disputes. Spiritually, I have drawn closer to the Lord and the devotions have been a great help to me.	12/9/2024 11:45 PM
8	Personal Development I have grown significantly in confidence and communication skills, particularly in English listening and writing, which has allowed me to engage more effectively in diverse settings. The course has also helped me develop a deeper understanding of organization development, Diaconal concept, cultural sensitivity and respectful interaction, fostering better relationships at home, work, and church. Professional Development The CDL course has enhanced my leadership skills, particularly in diaconal work, organizational management, and communication strategies. Learning how to navigate challenges in development work and apply practical tools for community engagement has strengthened my ability to lead projects, such as the church building initiative and NGO operations, with greater effectiveness. Spiritual Development The course has deepened my faith by showing how diakonia can serve as a bridge between spiritual values and social action. It has inspired me to align my work more closely with Christian principles, emphasizing compassion, justice, and service. Main Outcome The most significant outcome has been a renewed sense of purpose and capability in leading diaconal and development work. I feel more equipped to address challenges with confidence, communicate with empathy, and build partnerships rooted in respect and shared goals. This holistic growth—personally, professionally, and spiritually—has empowered me to make a more meaningful impact in my community and beyond.	12/9/2024 11:44 PM
9	Personally, it has deepened my understanding. Spirituality, it has increased my faith in the Lord. Professionally, it has it given me some ways to contribute my quota to my organization's production.	12/9/2024 11:43 PM
10	My participation in the CDL program has been transformative, allowing me to reflect on my personal strengths and weaknesses in leadership. It has deepened my understanding of my daily activities and interactions with others, highlighting areas for growth in my leadership style. Additionally, I have learned valuable coaching and mentoring techniques that enable me to guide others in finding their paths and solutions. Overall, the program has reinforced the importance of collaboration and support in leadership development. As a result, my social interactions have improved significantly, fostering stronger relationships and a more cohesive working environment. This newfound awareness not only enhances my leadership effectiveness but also contributes to the growth of those around me.	12/9/2024 11:42 PM
11	I connect well with my classmates, who are open and enjoyable to work with. Engaging with diverse backgrounds has broadened my perspective and improved my communication skills.	12/9/2024 11:38 PM

Spiritually, this experience has deepened my understanding of compassion and helped me see God's love for all.

12	It enabled me to understand that personal and family life is equally important to me as my work. knowledge I got from this course improved my professional understanding of organizational development, communication skills and leadership. leadership personal life & washing feet strengthened my connection with God.	12/9/2024 11:28 PM
13	1. Personal Development Throughout this semester, I have experienced significant personal growth. I have become more self-aware and reflective, gaining insights into my strengths and areas for improvement. Engaging with diverse perspectives and groups has helped me build empathy and enhance my emotional intelligence. This growth has allowed me to approach challenges with a more open mind and resilience. 2. Professional Development Professionally, my participation in CDL has equipped me with valuable skills and knowledge that I can directly apply to my work. I have honed my leadership abilities, particularly in areas such as communication, strategic planning, and collaboration. The practical workshops and discussions have provided me with new tools to navigate challenges in my organization effectively. I feel more confident in my role and better prepared to contribute to my team and our projects. 3. Spiritual Development On a spiritual level, this semester has encouraged me to reflect on my values and purpose. Engaging in discussions about ethics, service, and community impact has reinforced my commitment to diaconal work. I have found a deeper sense of meaning in my contributions and a clearer understanding of how my spiritual beliefs align with my professional goals. This alignment has brought me a greater sense of fulfillment and motivation in my work. Main Outcome The main outcome of my participation in this semester has been a holistic transformation that integrates personal, professional, and spiritual growth. I now possess a clearer vision of my path forward, grounded in a deeper understanding of myself and my purpose. This integrated perspective empowers me to lead with authenticity and compassion, ultimately enhancing my effectiveness in both my organization and the communities we serve. I feel inspired and equipped to make a more significant impact, both personally and professionally.	12/9/2024 11:25 PM

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

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	I would use to form a strong team to work together and practice servant leadership style to lead them.	12/9/2024 11:53 PM
2	I already started to use the CDL learnings with my colleague and project staff to develop our communication skill and the attitude of serving practices.	12/9/2024 11:52 PM
3	The knowledge gain can influence much in strategic plans, Decision making, improve leadership, enhance communication, problem solving and conflict resolution through capacity building trainings and applying to act as a role model in the organization.	12/9/2024 11:52 PM
4	The knowledge and skills I have gained through CDL will be directly applied in my daily work by enabling me to lead with greater clarity, empathy, and ethical responsibility. I plan to use the leadership principles and strategic insights learned to improve communication within my team, fostering a more collaborative and supportive work environment. Additionally, I will integrate the servant leadership approach into my interactions with colleagues and the communities we serve, ensuring that decisions are made with the well-being of others in mind. The practical application of faith-based values in my work will help guide my approach to challenges, encouraging a balance of compassion, justice, and accountability. This will ultimately strengthen the organization's capacity to achieve its mission, promote sustainable development, and create meaningful, positive change in the communities we support.	12/9/2024 11:52 PM
5	I will use the knowledge and skills gained from the CDL course to enhance my daily work by applying Diakonia, Culture and Communication, Organizational Development and Value-based Leadership techniques to improve program implementation and outcomes. The emphasis on	12/9/2024 11:51 PM

faith-based values will guide my decision-making, ensuring that compassion, justice, and inclusivity are at the core of our initiatives. I will also use the advocacy skills and participatory approaches learned to engage stakeholders and empower communities more effectively. Additionally, the course has strengthened my ability to navigate challenges with resilience and collaborate with team members and partners to drive meaningful and sustainable change.

6	1) Shearing the knowledge with my follow staff on different approaches when solving different issues and how to communicate them to the organization or community. 2) Through Leadership and communication training it will help on the best ways to identify talents and improve other not diminishing their skills.	12/9/2024 11:51 PM
7	I will organize some team trainings and workshops to present some ideas I have studied to my co-workers for the development of my organization	12/9/2024 11:45 PM
8	I plan to use what I have learned in the CDL course in several ways in my daily work in my organization: 1. Improved Communication: Applying non-violent communication skills to foster better understanding and resolve conflicts effectively within the team. Using enhanced English skills to write clearer reports for stakeholders, including my organization leader and donor. 2. Organizational Development: Utilizing strategies learned to improve planning and management, ensuring projects are more sustainable and impactful. Encouraging innovation and adaptability in response to challenges like limited resources or socio-political complexities. 3. Community Engagement: Building stronger relationships with community members by respecting cultural and religious diversity and addressing their needs with empathy.	12/9/2024 11:44 PM
9	I believe taking the course has improved my communication skills to communicate properly and come to an agreement with my fellow employees.	12/9/2024 11:43 PM
10	In my leadership practice, I will prioritize building trust, fostering fellowship, and creating meaningful connections through non-violent communication. This involves observing facts, expressing my feelings, identifying needs, and making clear requests. By adopting this approach, I aim to cultivate healthier interactions that respect and honor the needs of others. This commitment to open and empathetic communication will contribute to a more collaborative and supportive environment for everyone involved.	12/9/2024 11:42 PM
11	I will use what I've learned to improve my communication skills, organizational development, and diaconal work by sharing the tools and knowledge with others. Additionally, the tools and strategies I've gained will help enhance productivity and collaboration within my organization.	12/9/2024 11:38 PM
12	I will use the knowledge & experience I got from this course to better plan and implement the projects/programs under my supervision, to improve my communication skills with people of different backgrounds. Above all I will share my knowledge with my coworkers to strengthen my organization's work.	12/9/2024 11:28 PM
13	1. Enhanced Communication. 2. Strategic Planning. 3. Collaborative Leadership. 4. Cultural Sensitivity. 5. Reflective Practice. 6. Networking and Collaboration.	12/9/2024 11:25 PM

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

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	I do really appreciate all of you and our partner organization to make it possible for me to join the program. CDL's courses are simple, easy to understand but on the other hand it has huge impact on my different aspect of my life and assist me serve people more effectively. Thank you.	12/9/2024 11:53 PM
2	Everything is fine with me. I enjoyed the 1st semester course.	12/9/2024 11:52 PM
3	What I real appreciate is the illustration when teaching that made easy to understand, the share of experiences from different area are very good part of the course.	12/9/2024 11:52 PM
4	I greatly appreciate the way this course is organized, particularly the balance between	12/9/2024 11:52 PM

theoretical learning and practical application. The integration of real-world scenarios, case studies, and interactive discussions has been incredibly helpful in bridging the gap between academic knowledge and its use in everyday leadership and development work. The flexibility in learning formats—such as Video, group work, and live discussions—has also allowed for a more dynamic and engaging learning experience. However, one area I would suggest for improvement is the inclusion of more tailored, context-specific case studies, particularly those that reflect the challenges faced in different cultural and geographical settings. This would help participants engage with more diverse situations and enhance their ability to adapt leadership strategies in varied contexts. Additionally, incorporating more peer-to-peer mentorship could further strengthen the practical application of the course material, fostering deeper collaboration and learning among participants.

5	I greatly appreciate the holistic structure of the CDL course, which effectively combines theoretical knowledge, practical application, and faith-based perspectives. The interactive learning environment and experienced facilitators create a rich and engaging experience, while the flexibility accommodates working professionals. However, incorporating more region-specific case studies and hands-on workshops in areas like conflict resolution could further enhance practical learning. Additionally, offering opportunities for alumni networking and collaborations with global leaders in diaconal work could inspire participants and expand their professional connections. These adjustments could make an already impactful course even more effective and relevant.	12/9/2024 11:51 PM
6	The course is well organized	12/9/2024 11:51 PM
7	The organization the CDL program is well presented with details about each course for my comprehension and I must say I really enjoyed the break-groups for peer discussions on lessons taught. Thank you. God bless the entire CDL team members for such an educative course!!!	12/9/2024 11:45 PM
8	What I Appreciate on -The balance of lectures, breakout room discussions, and reflect journey learning engaging and practical. - The course content is thoughtfully designed to address real-world challenges in diaconal and development work, especially in diverse and multicultural contexts. - Instructors are approachable, and the collaborative atmosphere encourages active participation and learning from peers. - The emphasis on improving English skills through assignments, discussions, and feedback has been incredibly helpful for non-native speakers like me. Suggestions for Improvement - For those balancing work and studies, slightly more flexibility in submission deadlines could reduce stress and improve the quality of submissions. - Facilitating online networking sessions with alumni or experts in diaconal work and development would provide additional inspiration and learning.	12/9/2024 11:44 PM
9	I really love the break out time. And Suggest that Lecture notes should not be read back us rather only main points should be explained to us.	12/9/2024 11:43 PM
10	In-person courses offer students the opportunity to focus more intently on their studies, often resulting in a more effective learning experience. While organizations may pledge to alleviate certain burdens to support students, I have found that the reality can often lead to significant burnout. Moving forward, offering in-person sessions would greatly benefit students by allowing them to immerse themselves fully in the subject matter, fostering deeper engagement and understanding.	12/9/2024 11:42 PM
11	It would be helpful to have two sessions a week, but with only two hours per day, to allow for energy recovery after work and provide enough time for assignments and reading.	12/9/2024 11:38 PM
12	I appreciate highly the way the courses organized, teachers knowledge & experience, teaching methodology. Active participation and interation of students in class. I suggest in future to develop modules and if possible a week or 10 days face to face interaction being away from daily routines.	12/9/2024 11:28 PM
13	What I Appreciate : 1.Interactive Learning Environment. 2.Diverse Perspectives. 3.Supportive Community. 4.Practical Application. Suggestions for Improvement 1. More Flexibility in Scheduling. 2.Increased Focus on Individual Development Plans. 3.Follow-Up Sessions. 4.Expanded Networking Opportunities.	12/9/2024 11:25 PM