

**Table 1 – Executive Evaluation of Program Effectiveness in Developing Effective Leaders**

Program	Rating
Undergraduate programs	
MBA programs	
Non-degree, online courses	
Non-degree, Exec Education courses	
Work Experiences in your organization	
Your organization’s training & development program	Higher Performers            Lower Performers
Your organization’s performance evaluation program	Higher Performers            Lower Performers
Your organization’s mentoring program	Higher Performers            Lower Performers
Your organization’s external executive coaching service	Higher Performers            Lower Performers

**Legend**

- Fair (3.0-3.5)
- Good (4.0-4.5)
- Very Good (5.0-5.5)
- Fair-Good (3.5-4.0)
- Good-Very Good (4.5-5.0)
- Excellent (5.5-6.0)

Responses were on the following scale: 1=Poor, 2=Marginal, 3=Fair, 4=Good, 5=Very Good, 6=Exceptional. Respondents also had the option to indicate Not Applicable / Could Not Evaluate.