Dean’s Dialogue
Listening, Learning & Planning
Our Future
Participation

- Future Focus (Renee, Trevor)
  - 6 groups
  - 109 participants

- Current Focus (julius)
  - 7 Groups = 105
  - Individual interviews = 5
Instant polling
www.menti.com
Themes

- Shared Purpose
- Communication
- Diversity
- Equity
- Incubation
- Efficiency/Value
- Time
- Build Strengths
- Accountability

Amazing how much accomplished
Themes

Desire to reach potential
Collegial
"Can do" attitudes
Engaged professionals
Amazing projects, classes, outcomes
Diversity of talent, expertise
In staff face action
Space
Time

Need more:
Research support
Coordinated advancement
These conversations

Fragmented
Lack of coherence
Clarity of systems
Exhaustion/taxed
Themes - reactions

Instant polling
www.menti.com
Possible next steps

Instant polling

www.menti.com
Immediate next steps

- **Survey**: [www.smartsurvey.co.uk/s/CBE_Organizational_Survey_2019/](http://www.smartsurvey.co.uk/s/CBE_Organizational_Survey_2019/)

- **Individual interviews**: julius@erolinsolutions.com

- **Report to the College**

- **Ongoing dialogues**
Towards greater group effectiveness

COMMONALITY

focus

CONFORMITY

DIFFERENCES

fragmentation

us vs them

INNOVATION

engagement

us vs them
Thank you!!