Dean’s Dialogue
Listening, Learning & Planning
Our Future

Welcome and introductions to:
Renée Cheng, Dean
Trevor Miller, consultant with background in Higher Ed and national politics and expertise in strategic planning and strategic communication
Julius Erolin, consultant with expertise in organizational effectiveness and equity, diversity, inclusion
Overview

- Instant poll
- Dialogue and Kick-off
- Inclusive process of gathering perspectives
- About our flexible process
Instant Poll

Go to www.menti.com

Code:

Mentimeter instant polling used, next slides were dynamically viewed as results came in
My primary role in the College is

- Faculty: 61%
- Staff: 36%
- Student: 4%

Total: 100%
I have worked in or with CBE for

- 6 Less than 1 year
- 9 Between 1-3 years
- 6 Between 3-5
- 3 Between 5-7
- 54 More than 7 years

78 respondents
About lunch...

The best I've ever had

4.4

3.1

1.3

2.0

Much appreciated

Wanted more

Barely edible

77
CBE Organizational Analysis

julius erolin
Organizational analysis

- Gather information on what’s working well, what can be improved
- A “snap shot” of the College to be used as one of the “starting points” for dialogue
- Part of an inclusive process of learning about the College
- Results useful for forward planning
Process

- Data gathering
  - Focus groups
  - Interviews
  - Survey
  - Document Review

- Summary and report to the Dean
  - Major themes
  - Recommendations
Data gathering

**Focus Groups**
- Various groups
- Open
- Jan 9-11

**Interviews**
- Faculty, staff and alumni leaders
- Key roles
- Others interested
- Jan 9-23

**Survey**
- All student leaders, staff faculty, and alumni leaders
- Confidential
- Jan 9-23

**Documents**
- Policies, procedures
- Goals and plans
- Other relevant docs
An activity on multiple perspectives

exercise on the value of multiple perspectives and our "natural" ways of reacting to differences that may be barriers to group effectiveness
Groups are successful, effective and have impact when the axis of FOCUS and INNOVATION are balanced.

Important diagram based on research of Dr Mitchell Hammer, who created the intercultural developmental index one of the most robust tools to assess intercultural competence, <https://idiinventory.com>
Wrap up and poll

Second set of instant polls used to gauge response to the
My general reaction to the "listening, learning, planning" process so far

Excited
3.9

Concerned or have questions
2.4

"Same old same old"
1.9

Ready to get going
4.2

73
I have participated in previous strategic planning processes (here or elsewhere)

93% Yes
6% No
1% Not sure
About this process

- This process is very important to the college: 6
- I have questions or concerns about the process: 3.3

73 responses
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Participation

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

- **Current Focus (julius)**
  - 7 Groups = 105
  - Individual interviews = 5
Instant polling
www.menti.com
How many events did you go to?

- None: 8%
- 1-3: 47%
- More than 3: 45%
Themes

- Shared Purpose
- Communication

- Diversity
- Equity
- Inclusion

- Efficiency / Value
- Time
- Build Strengths

- Amazing how much accomplished

Renée's sketch from the debrief with consultants, preliminary reading of themes, we know this may be missing information.

This sketch from themes in the "future oriented" sessions facilitated by Renée and Trevor.
Themes

DESIRE TO REACH POTENTIAL
Collegial
Amazing projects, classes
Engaged Professionals

“CAN DO” ATTITUDE

Diversity of talent
Expertise
In staff/fac
ACTION

FRAGMENTED
Lack of coherence:
Clarity of systems
Exhaustion/taxed

Renée's sketch from debrief from Julius' sessions on "what's working and what are current needs to do better"
Themes - reactions

Instant polling

www.menti.com
How would you prioritize?

- **Shared purpose and accountability**: 22%
- **Communication**: 20%
- **Diversity**: 19%
- **Interdisciplinary**: 15%
- **Processes / systems**: 12%
- **Space**: 11%

Participants given 100 points to distribute to create these priorities - priorities were chosen just for the purpose of this discussion. However, Julius noted that the weight and order of these priorities reflected the conversations he facilitated.
Possible next steps

Instant polling
www.menti.com
Next steps?

- More events like these
- More individual/group meetings
- Something else (tbd)
- More external community input
- Get more student input

60
Immediate next steps

- **Survey**
  
  www.smartsurvey.co.uk/s/CBE_Organizational_Survey_2019/

  Survey is open until January 25
  Survey is set up so you can save and return/revise and there is no word count limit. Its your choice how to work with it, but it should take no more than 30 mins total

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

  Julius will be conducting confidential interviews (via Skype) over the next two weeks, email him if you would like to be interviewed. If the number of people exceeds his budget, he will check with Renée to figure out how to manage the number of people wishing for interviews

- **Report to the College**

  Originally Julius' report was going to Renée, she asked him to send directly to the CBE community when its ready (approx 3 weeks)

  Renée will also have regular open office hours, Susanne will announce hours each week.

- **Ongoing dialogues**

  results from the survey and Julius' report will be used to guide and structure additional dialogue
Towards greater group effectiveness

**COMMONALITY**

**DIFFERENCES**

- focus
- conformity

- fragmentation
  - *us vs them*

- innovation
  - engagement
Thank you!!

....and thanks to all the CBE members who helped prepare these events so I could have such a fast and intensive start, including:
Susanne, Jeffery, Marina, Mark, Josh, Edgar, Rachel, Meegan, Maisha, Chris, Simon, Brian, Ken, and Bill