Agenda

1. Teambuilder
2. Clarification of scope and deliverables
3. Updates from each team
4. Review important dates and proposal requirements
5. Reveal team competition
6. Review updated results from last meeting
7. Milestone mapping
Teambuilding Activity

Coming together is a beginning, staying together is progress, and working together is success.

Henry Ford
Scope Activity

- Break up into Deconstruct & Reconstruct teams and discuss your team’s scope and charge - 10 min

- Select one team member to present your scope back to the larger group - 5 min
How the client described it
How the artist designed it
How the developer built it
What the client really wanted
**SPI Staff Roadmap**

**Key Activities**
- Bi-weekly large team meetings
  - 10/13 & 27
  - Small group presentation 10/13
- Presentation to Execs. 10/8
- Small group presentation
- Bi-weekly large team meetings
  - 11/14 & 24
  - Small group presentation 11/14
- Presentation to Execs. 11/12
- Bi-weekly large team meetings
  - 12/4 (small group presentation), 10, 19
- Proposal due to L&D
  - 12/5
- L&D proposal feedback
  - 12/6-7
  - Presentation to Execs. 12/10
- Team proposal presentations to Execs 1/21
- Implementation starts

**Challenges**
- Scheduling conflicts
- Intentional outreach and how to gain access
- Communications
- Others?

**Milestones**
- Continue approved initiatives & projects implementation
- Summary proposal due 4/1

**Timeline**
- September 2014
- October 2014
- November 2014
- December 2014
- January 2015
- February-April, 2015
Scope Recalibration

Phase I: Planning: (September-January 2015)

- Research (Best Practices, Peer Institution)
- Planning
- Schedule activities (Jan-April)
- Communication plan
  - Identify key stakeholders

Initial Proposal due December 5, 2014
Scope Recalibration

Phase II: Execution (January-April 2015)
Initiatives and findings summary proposal due April 1, 2015

- Metrics/Targets
- Staff Resources
- Funding Model
- Trade-Offs
- Risks/Constraints
- Vetted by Execs
Who can widen the circle the most between now and January 2015?

- Document # stakeholders/staff and demographic diversity in your proposal
• Questions about team scope?
• Questions about timeline?
Team Deconstruct
Team Reconstruct

TEAM UPDATES

• What’s working within your team and between L&D?
• What’s not working within your team and between L&D?
• How can L&D better support your team?
<table>
<thead>
<tr>
<th>Result 1</th>
<th>Employees experience a sense of pride in/commitment to their work and the work of the Division as it relates to the vision of creating an unparalleled out of the classroom student experience at Berkeley and being the employer of choice.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Result 2</td>
<td>Employees experience a sense of camaraderie with their colleagues in the Division.</td>
</tr>
<tr>
<td>Result 3</td>
<td>Employees experience a sense of credibility, fairness, and respect (trust) from supervisors and divisional leaders.</td>
</tr>
</tbody>
</table>
Camaraderie Brainstorm

- group loyalty that results in a shared commitment to and discipline toward our work
- strong social support network for others both personally and professionally
- “esprit de corps,” which includes mutual respect, sense of identity, and admiration to push for hard work and outcomes
- common sense of purpose
- creating a sense of community within the organization, sense of belonging
- collaborate - eliminate silos
Groan Zone

http://youtu.be/LDagrQYiYvI
Stay in the Groan Zone

- **divergence zone**: explore ideas, generate options, become aware of diversity of viewpoints and possibilities

- **groan zone**: teams struggle as they try to integrate what they are learning. Where is this going? We’re stuck! In this zone teams need strong relationships in order rely on one another to get through the struggle. Good process matters here.

- **convergence zone**: acting in unity, coming to a decision, summarizing, prioritizing
It’s Team Time

- Milestone mapping
- How will you:
  - widen the circle?
  - create communities of action
  - connect people to each other and ideas
  - promote fairness
Additional Resource

Great Colleges Create a Culture of …
Next Steps

- Team leads present to Execs. 10/8 from 9:30-11:30 a.m. (SCARF Model)
- Identify owners, recruitment, comms. strategy, stakeholders, resources, event logistics using Engagement Principles

-get excited
AND MAKE THINGS HAPPEN