SPI Cohesive & Supportive Culture Initiative Meeting 5

Division of Student Affairs
Thursday October 2, 2014
Agenda

1. Teambuilder/Group Picture
2. Quiz
3. Execs. meeting prep
4. Documentation & validation
5. Structure for monthly report out
6. SPI Marketing Plan & Volunteers
7. Team time
8. Updates from each team
9. Feedback
Teambuilding Activity

HELLO MY NAME IS
1. Name all four engagement principles

2. Name results 1, 2, and 3?
Engagement Principles

1. Widen the Circle of Involvement
2. Connect People to Each Other and Ideas
3. Create Communities for Action
4. Promote Fairness

“...the social structure of how we come together determines the real, human outcome of the event” Dick Axlerod
Result 1
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.

Result 2
Employees experience a sense of community with their colleagues in the Division.

Result 3
Employees experience a sense of trust (credibility, fairness, and respect) from supervisors and divisional leaders.
Exeсs Meeting Preparation

Topics

• Present roadmap with milestones
• How are engagement principles being used
• How will you engage Exeсs in your work?
• 10 minutes per team
• 2 presenters per team

Oct. 8th, 9:30 a.m. - 11:30 a.m.

SCARF MODEL
Documentation & Validation

Why important?

• Validates results and group’s thinking
• Organizes into coherent message
• Creates trust and confidence, decreases risk

What is past practice/expectation?

• Reference current leading thinkers
• Best practice from corporate / higher education
• Utilization of models and referencing them
Documentation & Validation

How to document/research?

• Reference models, best practice and authors when landing on process (author, book/article, year)
• Cite peer institutions you have contacted, when who, and provide example of their best practice
• Shape work utilizing model/best practice
Structure for Monthly Report Out

Why? Scope & Results 1, 2, 3 Linkage
- Reference benchmarking, literature, and/or best practices
- Teams cross-pollinating research methods & strategies?

What? Progress on results
- Current work & next steps
- What are the desired outcomes

How? Connection to engagement prin. & results 1, 2, 3
- Define your plan
- Outstanding questions, resource needs, concerns
Monthly Report Out Logistics

- 10/13, 11/14, 12/4 meetings
- 10 minute presentations
- 10 minute Q&A
- Leaders and Facilitators for those weeks will report out (members can also be added, but no more than 2 additional members please.)

What do you all think?
SPI Marketing Plan and Volunteers

- What are the 5 most important staff updates regarding SPI that we want to share?

- Volunteers needed to update Student SPI meetings

- Website
It’s Team Time

Identify owners, recruitment, comms. strategy, stakeholders, resources, event logistics using Engagement Principles
Team Deconstruct
Team Reconstruct

TEAM UPDATES

- Roadmap
- Owners
- Presenters at Execs Mtg Oct. 8
Additional Resources - SME’s

Jennifer Chatman
• teaches, researches, and consults on leveraging organizational culture and leading change
• runs the flagship executive education program at Haas: The UC Berkeley Executive Leadership Program

Kia Afcari
• Opearting Principles Project Manager
• L+OD
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