



COLLEGE OF BUILT ENVIRONMENTS
UNIVERSITY of WASHINGTON

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 structure and equity, diversity, inclusion

Overview

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

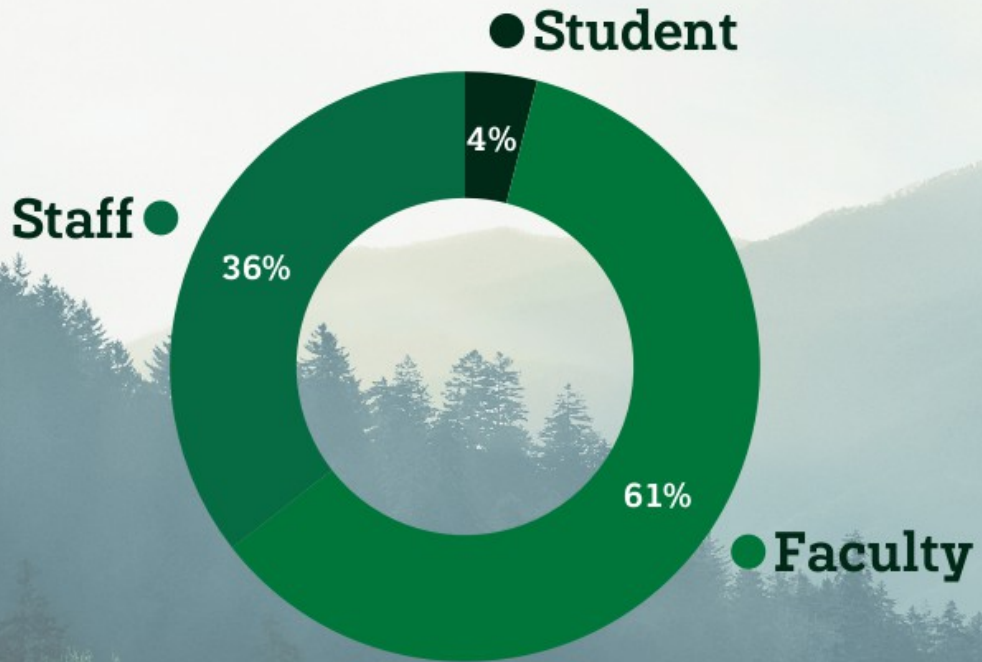
Instant Poll

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



I have worked in or with CBE for



Less than 1 year



Between 1-3 years



Between 3-5

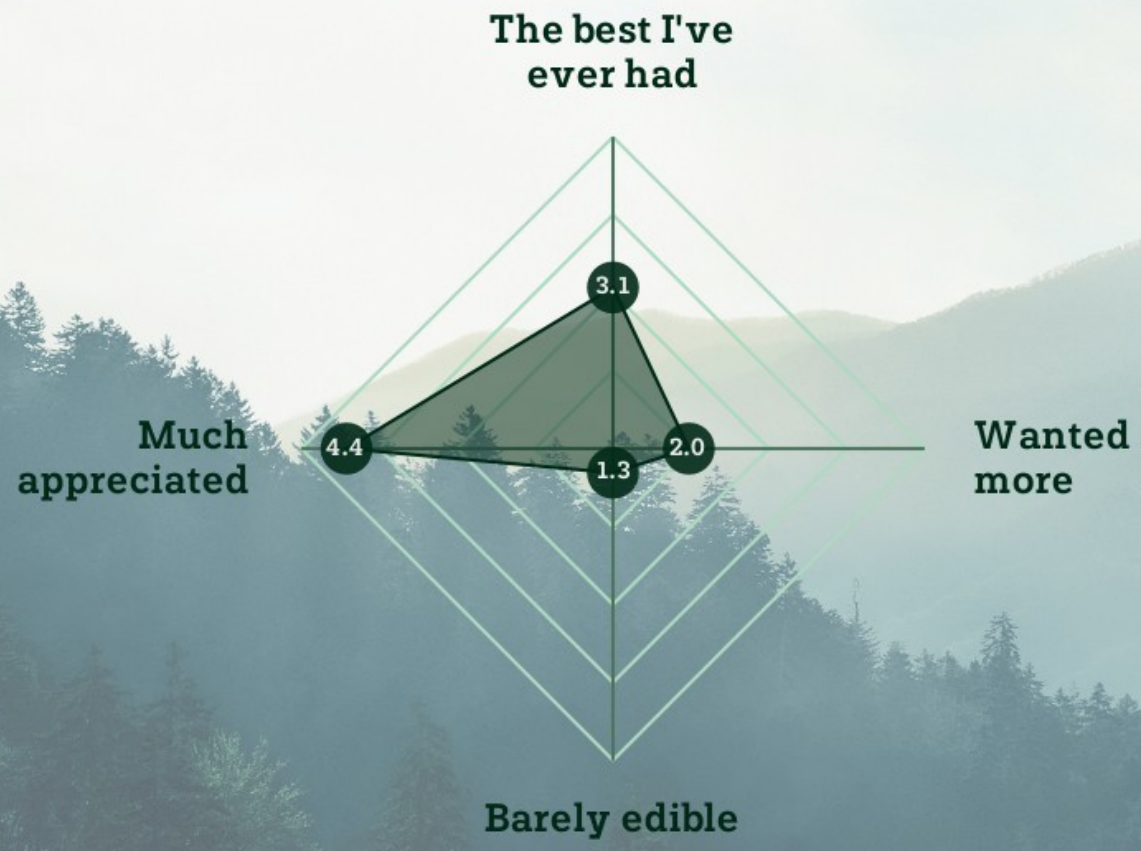


Between 5-7

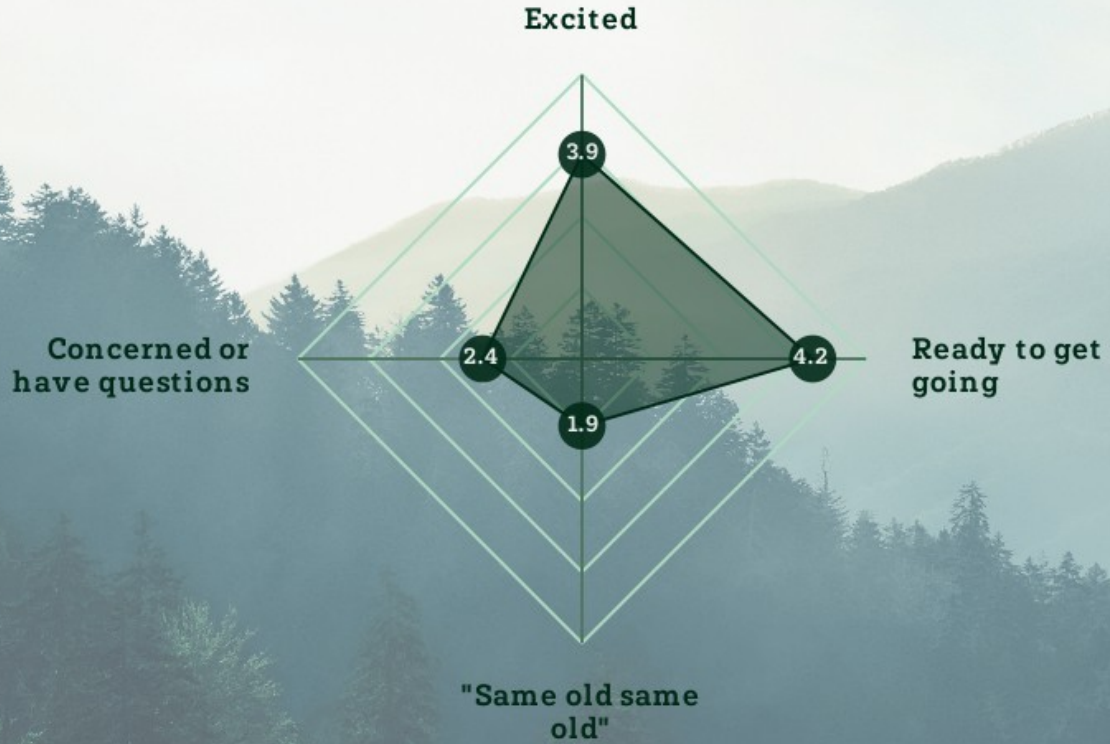


More than 7 years

About lunch . . .



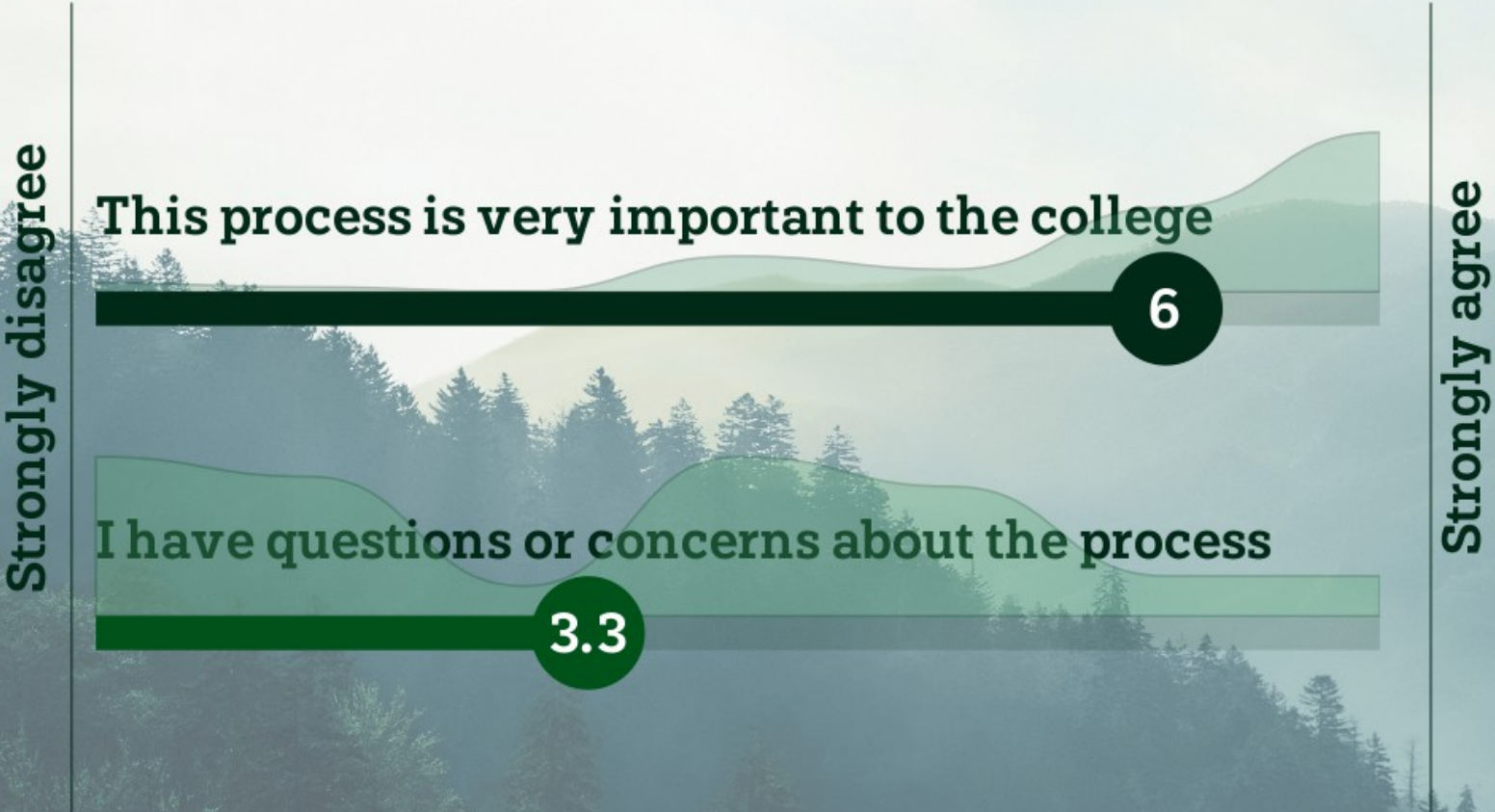
My general reaction to the "listening, learning, planning" process so far



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



About this process





Erolin Solutions

facilitating transformative change

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

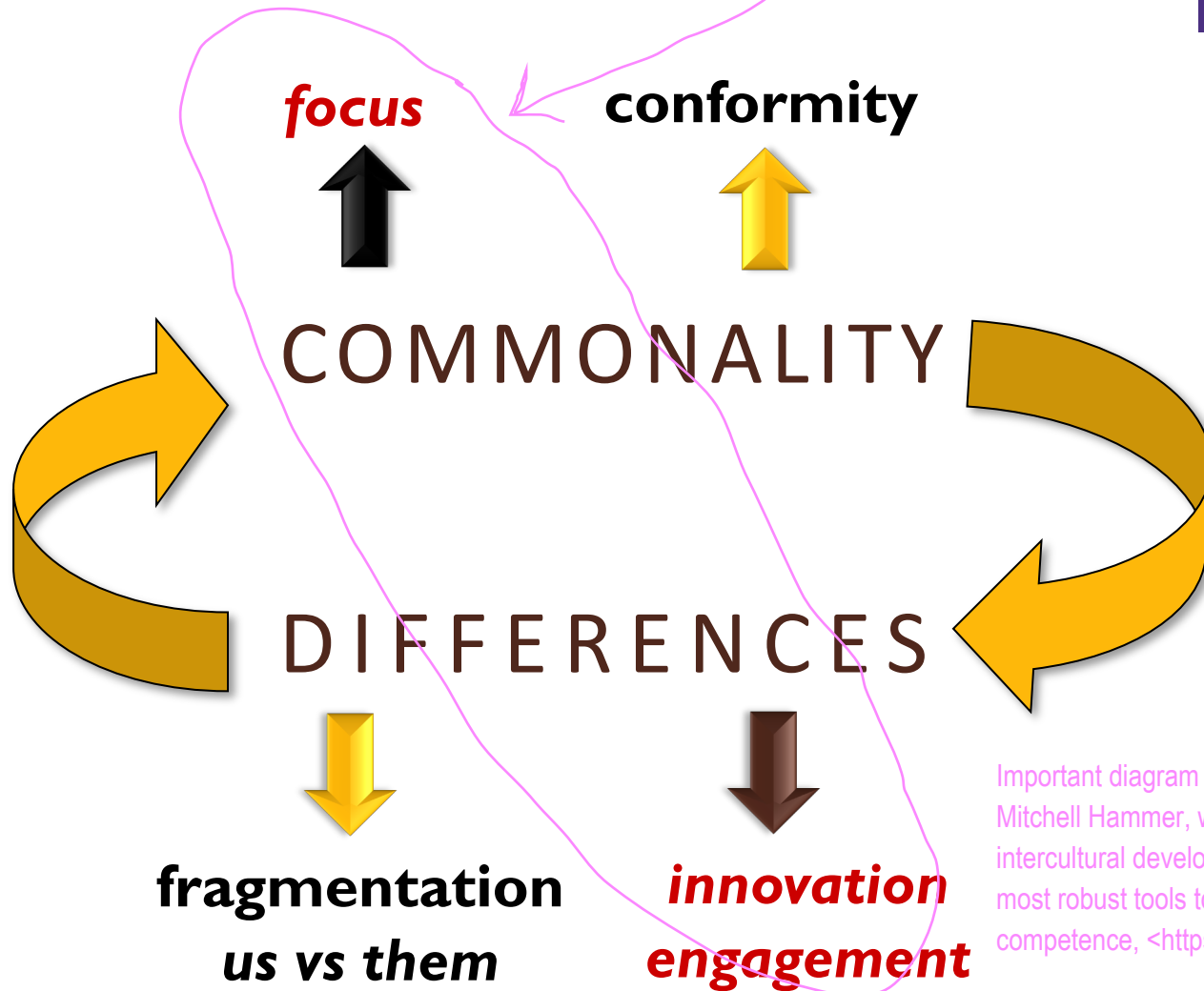


Exercise that revealed perspective and perception differences based on experience, cultural background, individual styles etc.

Groups are successful, effective and have impact when axis of FOCUS and INNOVATION are balanced



Group Success



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



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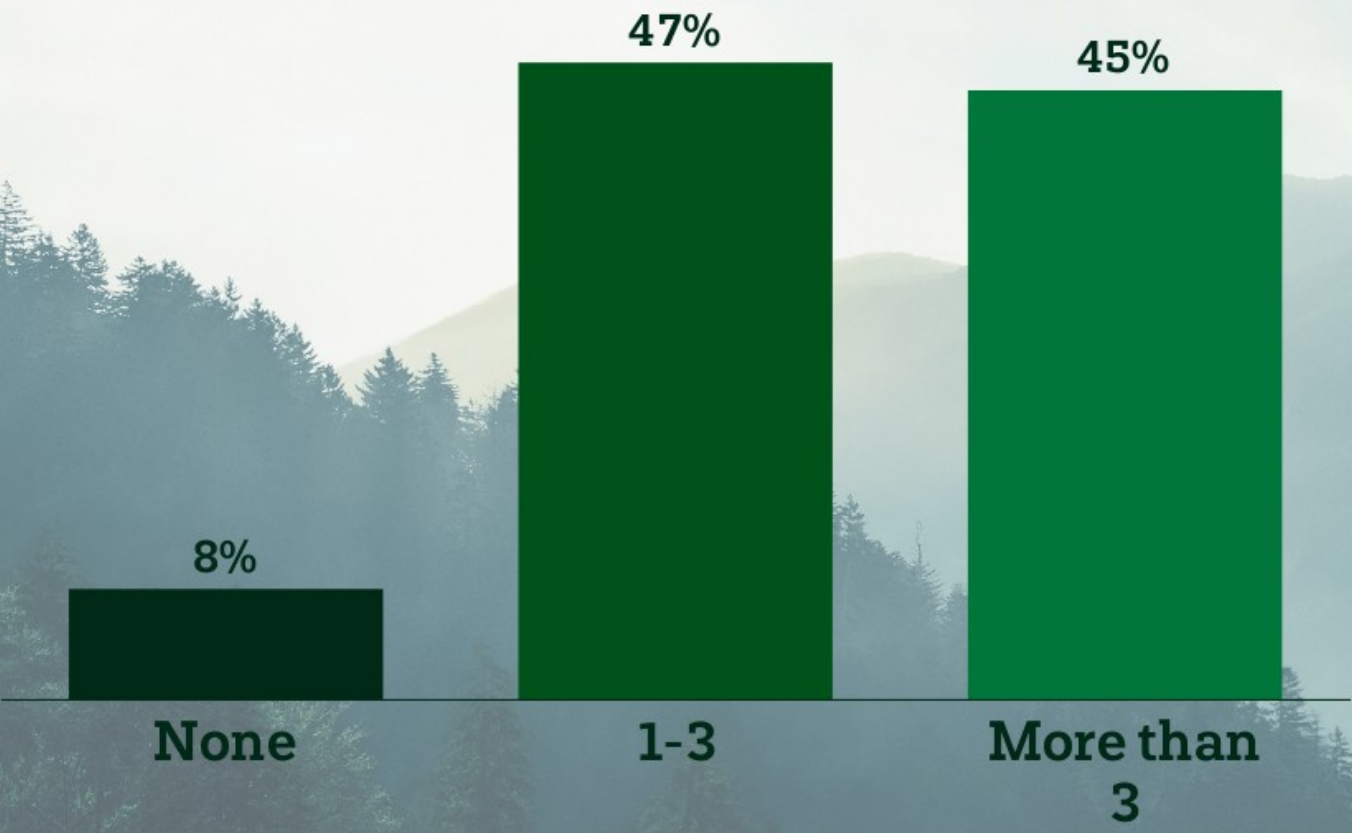
*Listening, Learning & Planning
Our Future*

Participation

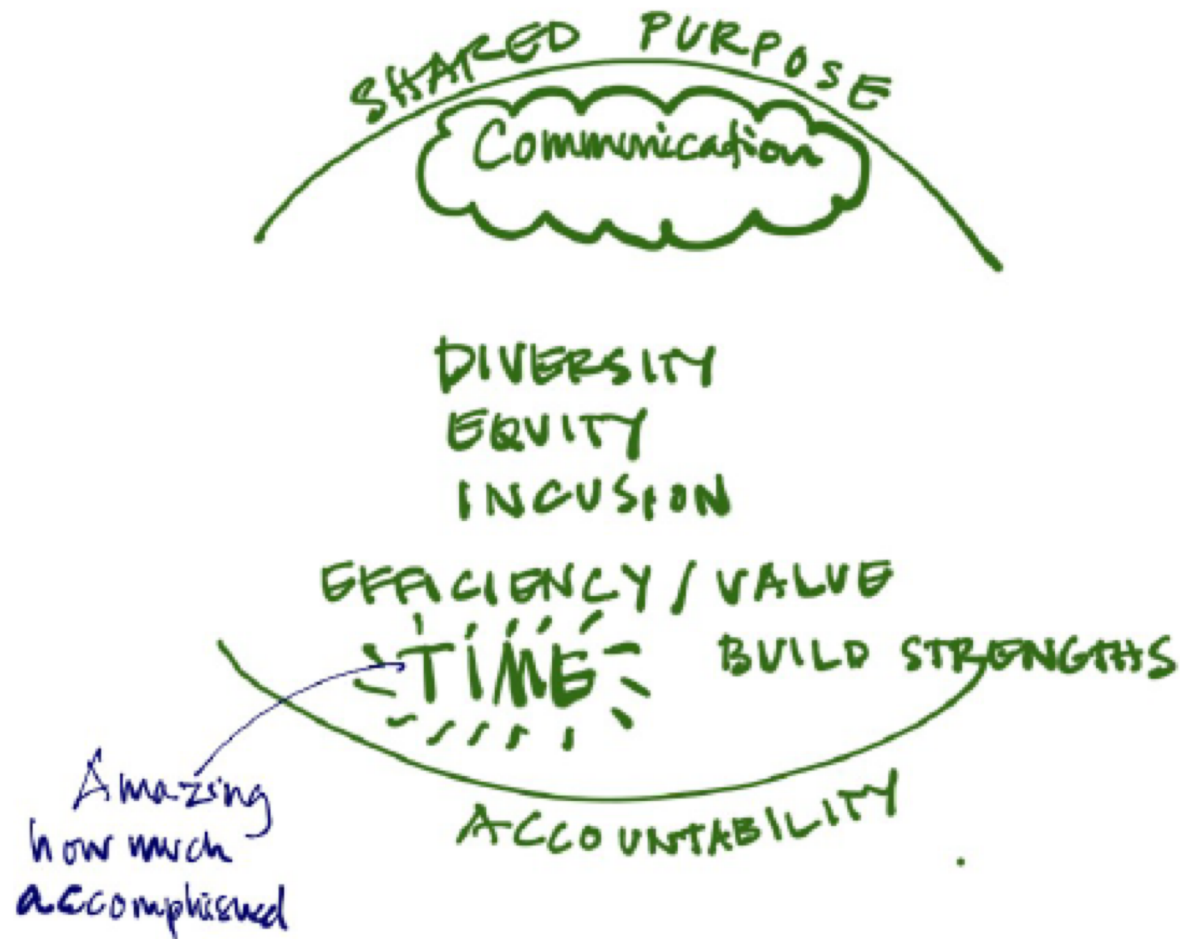
- Future Focus (Renee, Trevor)
 - 6 groups
 - 109 participants
- Current Focus (julius)
 - 7 Groups = 105
 - Individual interviews = 5

Instant polling
www.menti.com

How many events did you go to?



Themes



Themes



DESIRES TO REACH POTENTIAL

"CAN DO ATTITUDE" Collegial amazing projects, classes outcomes

Engaged Professionals

Diversity of talent expertise in staff/fac

SPACE

TIME

ACTION

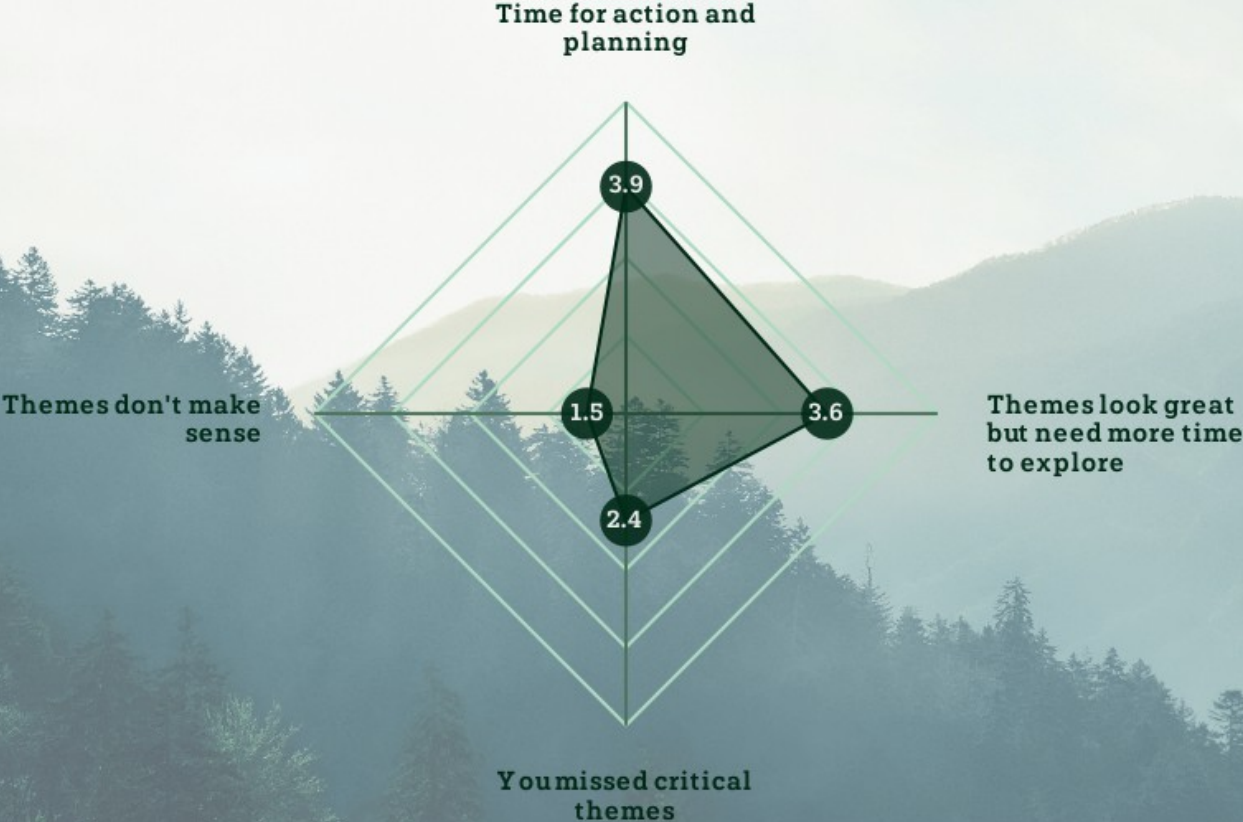
FRAGMENTED
LACK OF COHERENCE
: CLARITY OF SYSTEMS
EXHAUSTION / TAXED

NEED MORE:
Research Support
Coordinated Advancement
These contrvos

Themes - reactions

Instant polling
www.menti.com

Themes



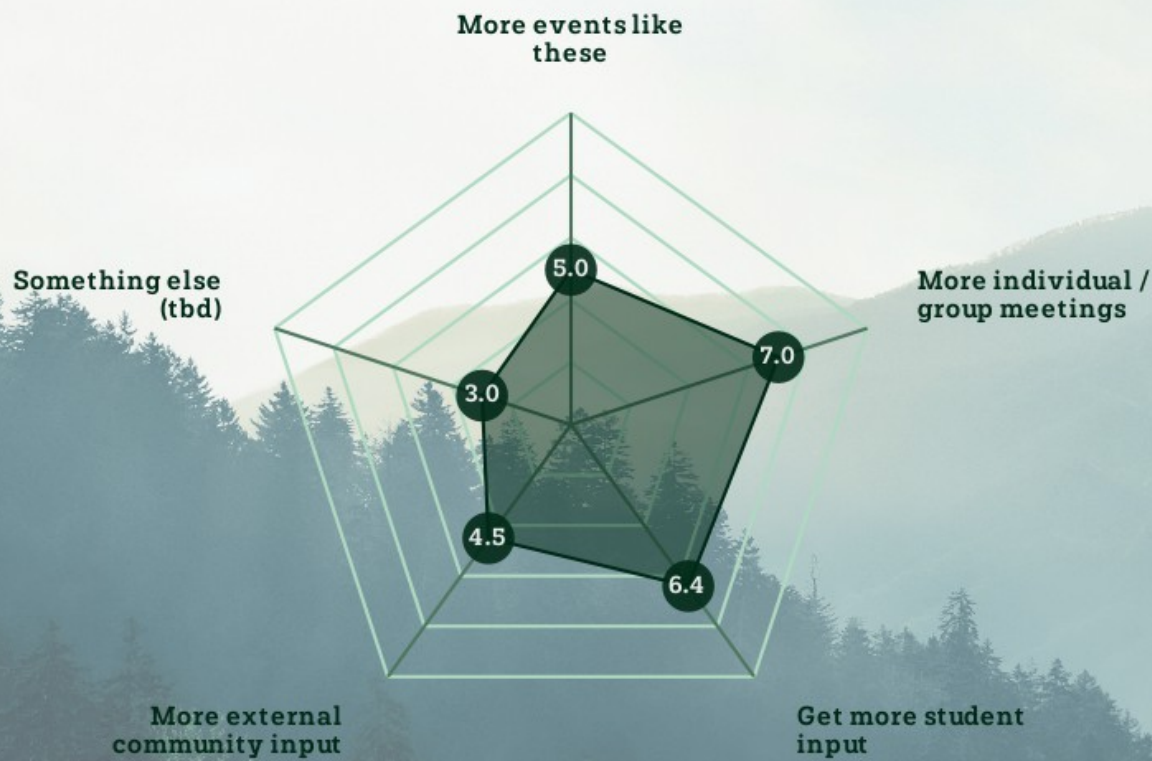
How would you prioritize?



Possible next steps

Instant polling
www.menti.com

Next steps?



Immediate next steps

- Survey

www.smartsurvey.co.uk/s/CBE_Organizational_Survey_2019/

- Individual interviews - julius@erolinsolutions.com

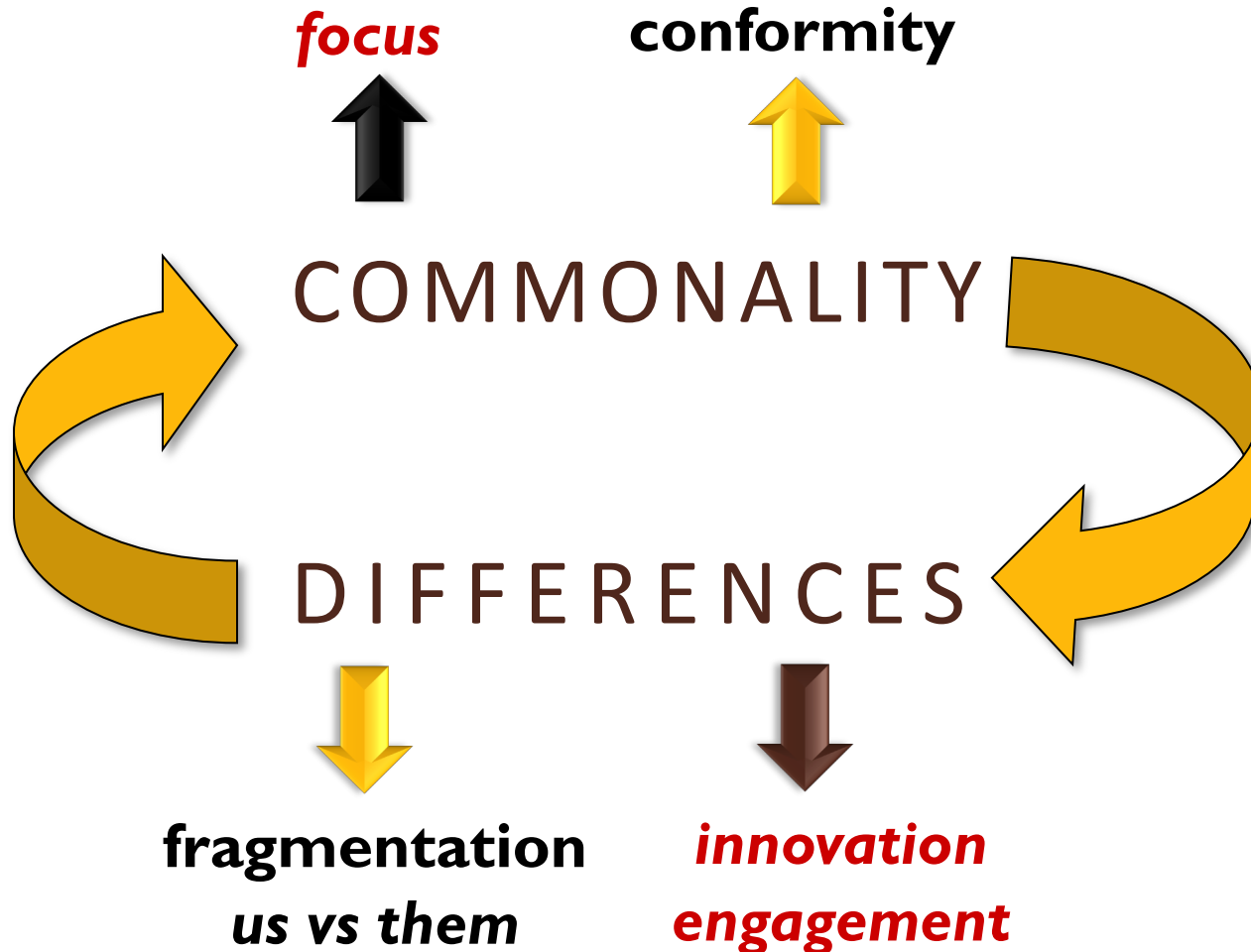
- Report to the College

- Ongoing dialogues

Towards greater group effectiveness

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Thank you!!