



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 effectiveness and equity, diversity, inclusion

Overview

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

Instant Poll

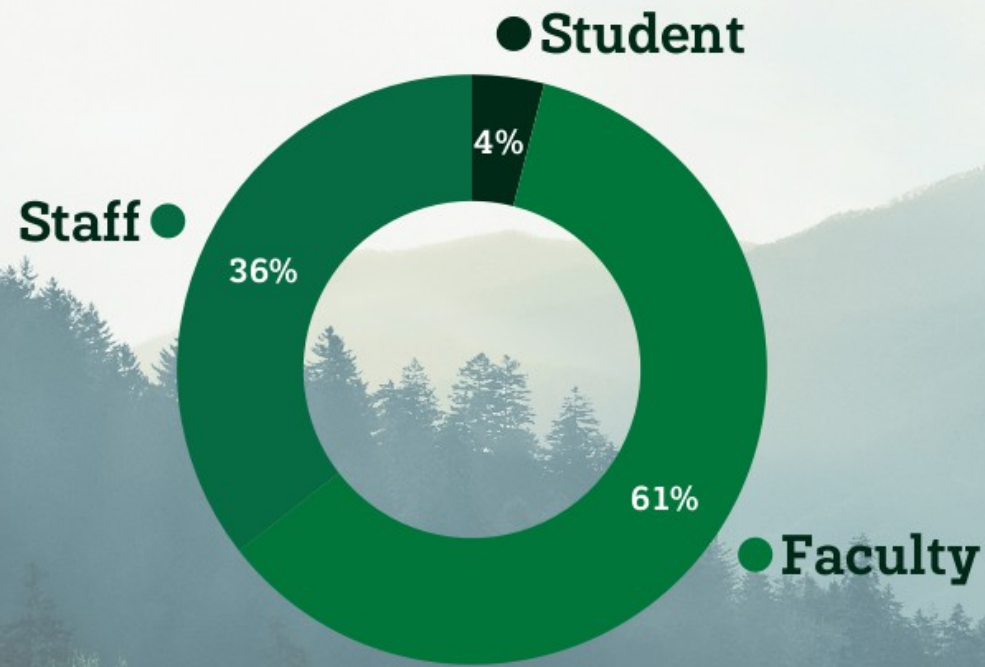
Go to www.menti.com

Code:

Mentimeter instant polling used, next slides were dynamically viewed as results came in

My primary role in the College is

Mentimeter



76

I have worked in or with CBE for

Mentimeter



6

Less than 1 year



9

Between 1-3 years



6

Between 3-5



3

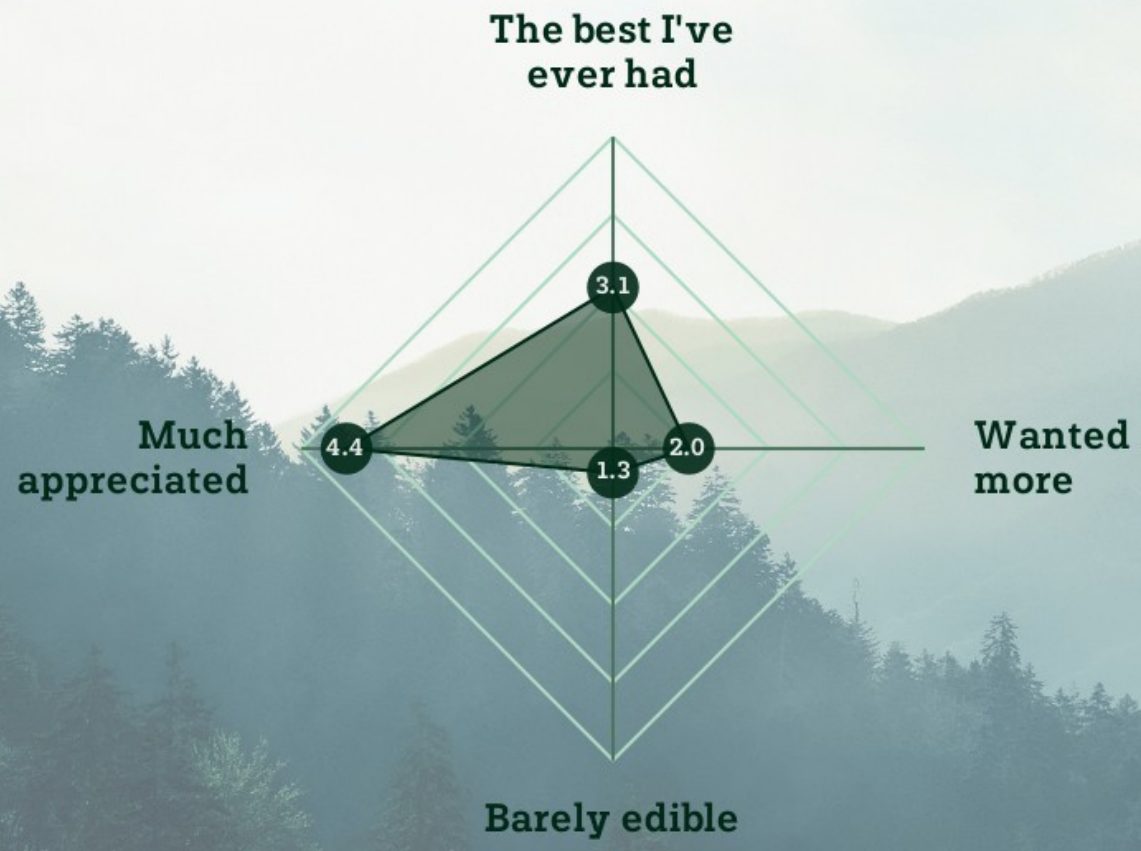
Between 5-7



54

More than 7 years

About lunch . . .



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



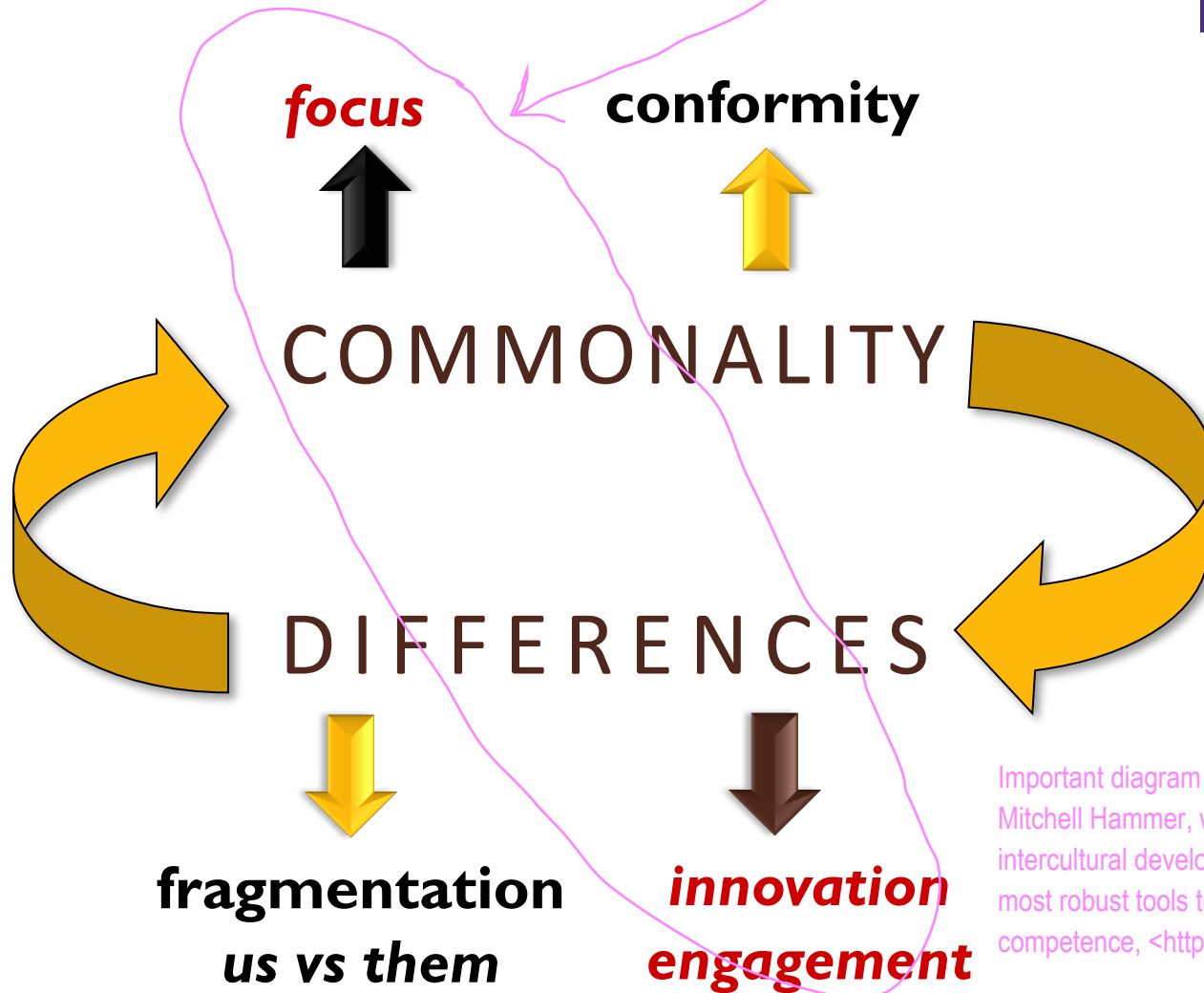
exercise on the value of multiple perspectives and our "natural" ways of reacting to differences that may be barriers to group effectiveness

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

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Group Success



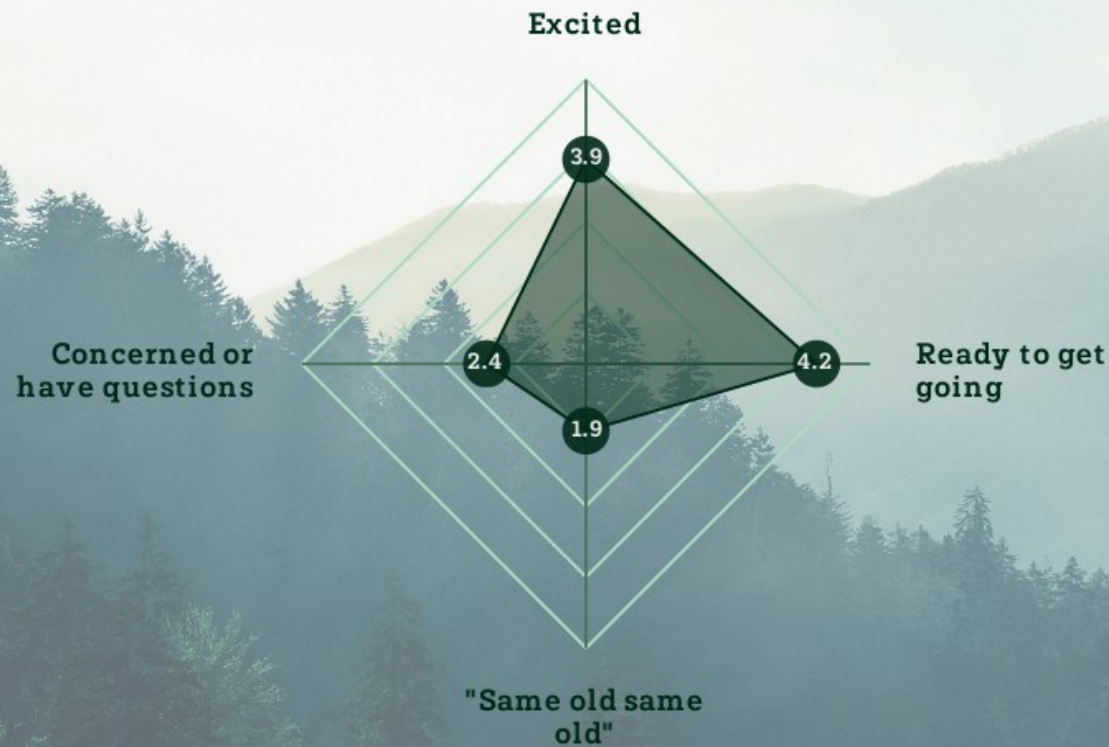
Important diagram based on research of Dr
Mitchell Hammer, who created the
intercultural developmental index one of the
most robust tools to assess intercultural
competence, <<https://idiinventory.com>>

Wrap up and poll

Second set of instant polls used to gauge response to the

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

Mentimeter



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

Mentimeter



70

About this process

Strongly disagree

This process is very important to the college

6

Strongly agree

I have questions or concerns about the process

3.3



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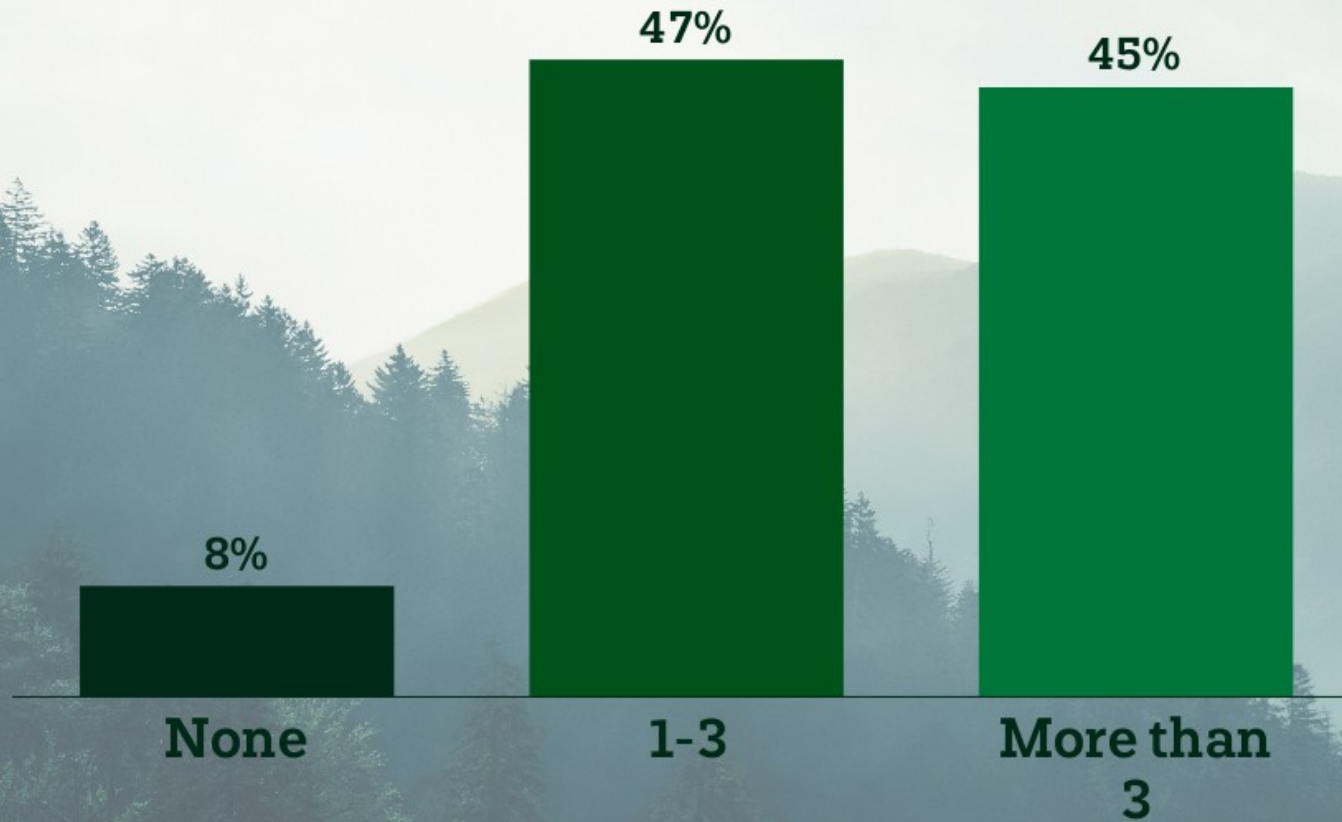
Participation

- 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?

Mentimeter

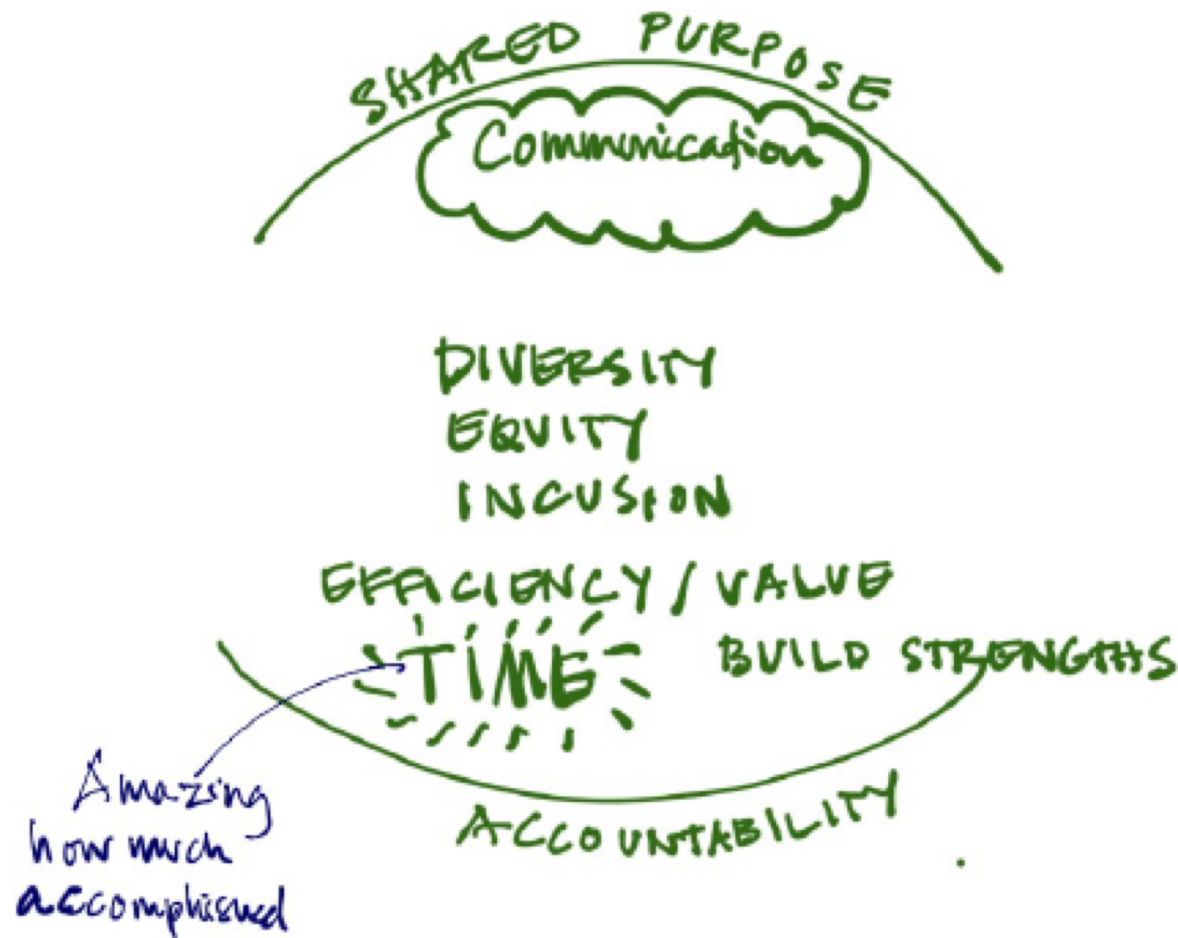


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Themes

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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

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DESIRE TO REACH POTENTIAL

"CAN DO ATTITUDE"

Collegial

Engaged Professionals

Amazing projects, classes outcomes

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 convos



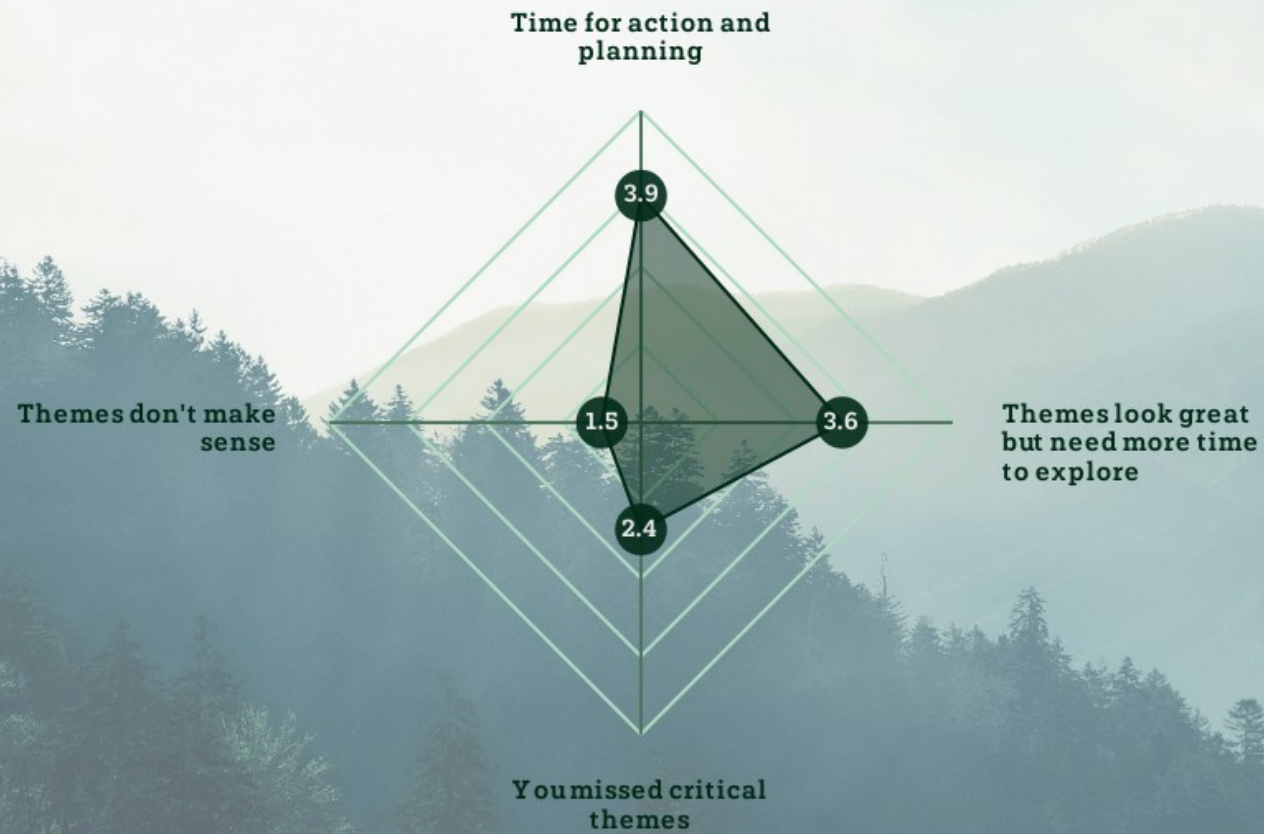
Erolin Solutions

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

Themes



How would you prioritize?

Mentimeter



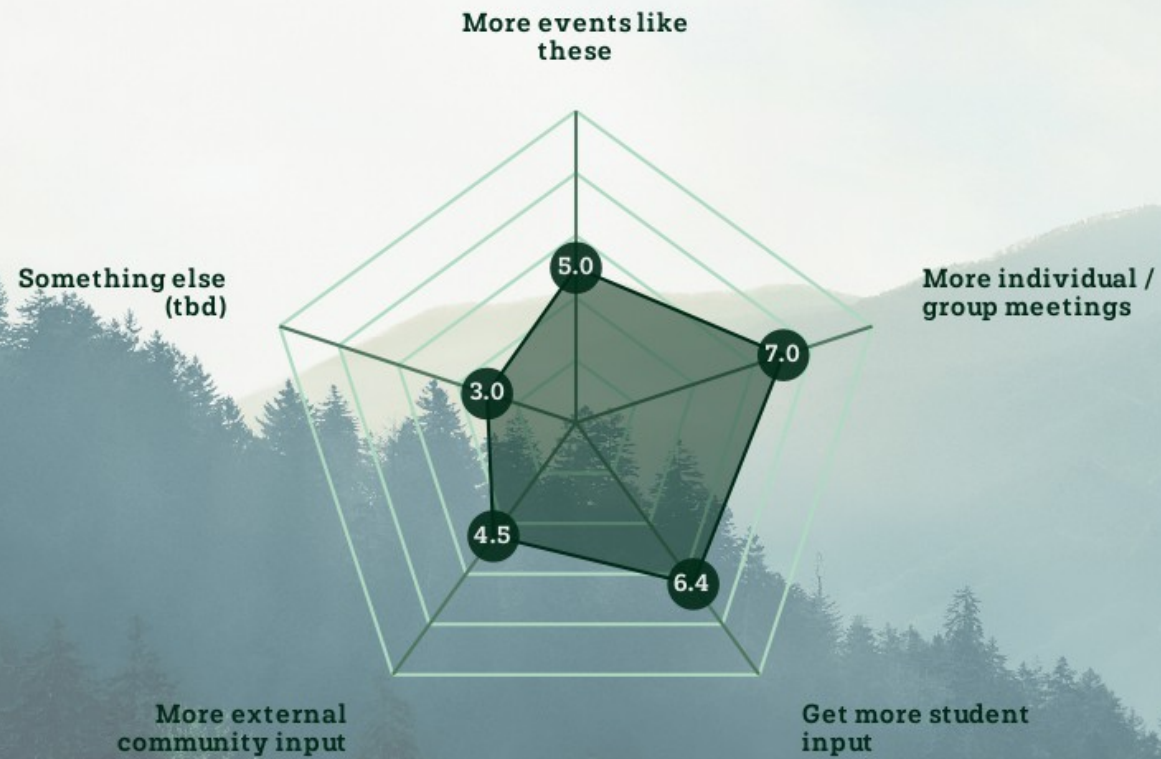
62

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?



Immediate next steps

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

- **Survey**

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

- **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.

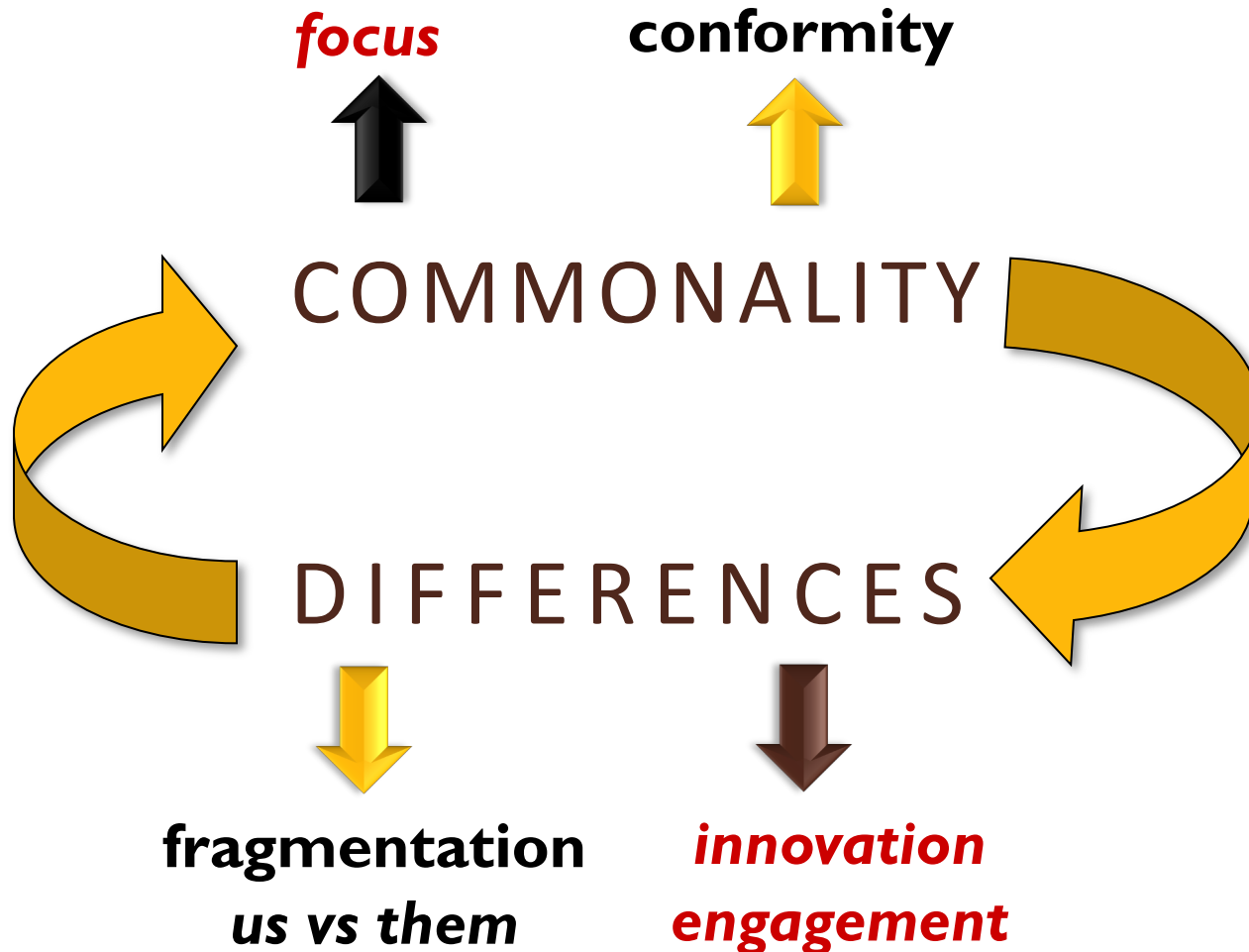
- **Ongoing dialogues**

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

Towards greater group effectiveness

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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