

Engaging Faculty & Staff in Guided Pathways



Ohio SSLI – June 15, 2016

 **PUBLIC AGENDA**

Themes & Takeaways – SSLI #3 Listening Session

- **But why pathways?**
- **Social justice for & against pathways**
- **Uneven awareness & buy-in, even among leadership**
- **Hard work with uncertain payoff...and uncertain resources**
- **Anxiety about impact on job descriptions & professional identity**

The Value of a “Pre-Mortem” Exercise



Source: Process Excellence Network
Sonja Armbruster, John W. Moran & Jane Shirley

Creative Risk Analysis: Conducting a “Pre-Mortem”

- Step 1: What are we focusing on? Be clear about the specific innovation/change effort you’re pursuing and will be discussing in this exercise.
- Step 2: Imagine a debacle. “We’ve looked into the crystal ball and the picture of the future is grim. The effort has failed. Not only has it failed, but it’s failed *completely* and *miserably*. But the crystal ball doesn’t tell us why it failed...”
- Step 3: Generate reasons for the failure. Each person works alone quietly for 3 minutes to generate a list of all the reasons they can think of to explain the failure
- Step 4: Consolidate the list. Each person takes turns sharing 1 reason, “round robin” style, until all of the individual lists have been recorded on a flip chart.
- Step 5: Rank the reasons. Take a few minutes to collaboratively choose the top 3 items on your list. These are the most likely and serious reasons for failure that your group has generated.
- Step 6: Revisit your plan with these risks in mind. What have you learned?

90-Day Plans – Tips for Success

- **Prioritize:** Based on the pre-mortem, what are your top 3 challenges/priorities right now?
- **Establish goals:** Outline the critical few things you must do in the next 30/60/90 days. Be specific. Have a clear picture of success. Don't create a laundry list.
- **Activities to accomplish the goal:** List the steps you'll take to achieve your goal.
- **Owner:** Specify who is accountable for the goal. It may be you, or this could be a spot to leverage key experts, partners, etc.
- **Due date:** State when your goal will be achieved.
- **Others implicated:** Focus on things that are in your control, but note where you'll be relying on communication with others to achieve your goal.
- **Support/resources:** Identify the things you must have (within your control) to achieve your goal.

Faculty & Staff Engagement

Assessing Your Starting Point

