



DEVELOPMENTAL FOCUS	LENGTH
<p style="text-align: center;"><i>Institutional</i></p> <p>The Change Projects Institute has been designed to help leaders throughout the organization to facilitate change process from a variety of roles. The challenges facing Higher Education mean that most universities and colleges need to transform themselves. This is evident when analyzing strategic plans and their initiatives. This event provides strong grounding in change process within Higher Education and helps participants build the skills that facilitate success in the change process.</p>	<p style="text-align: center;"><i>3 days</i></p>

OUTCOMES

- Create a work plan for advancing change at your institution
- Assess one’s own performance as a facilitator of change
- Enhance appreciation of current trends influencing higher education
- Develop skills in establishing priorities among competing demands for change
- Improve understanding of the role of internal versus external facilitators of change

INSTITUTE THEME AREAS

Administrators as Agents of Change

- Are they part of the solution or part of the problem?
- Is a new administrative paradigm required?

Thinking in New Ways

- How does the level of past investments affect the willingness to embrace change?
- Why do so many find it hard to acquire new behaviors?
- When is it right to change and when is change not appropriate?
- How do you free people up to think and act in new ways?

Tangible Take-Aways

Each participant/college group will leave the institute with: an annotated bibliography of valuable resources/ readings with brief descriptions of their value, a collection of best practices presented at the institute by the attending participants, a networking contact list including performance vitas and self assessments of the participants, and two readings (sent in advance so participants can prepare for the event).

PERFORMANCE AREAS

Assessor	Collaborator	Designer	Evaluator	Facilitator	Innovator	Leader
Learner	Measurer	Mentor	Planner	Problem Solver	Researcher	Teacher