



DEVELOPMENTAL FOCUS

Institutional

LENGTH

2 days

Institutions that are attempting to develop comprehensive plans which are aligned at all levels of the organization will benefit from our Strategic Planning Institute. Many institutions of higher learning claim to want to transform how they deliver education and services so that they are more learning and learner centered. To achieve this goal they must deconstruct existing bureaucracies to a significant degree. The task becomes overwhelming when this is only done from the top of an organization.

It is common for colleges and universities to have strategic plans that are quite broad in scope, but which are too general to be meaningfully applied to programs and work units. We help these units within an organization to carefully think through and align their work with that of the broader institution, and to do so in a way that has real meaning, local ownership, and which is aligned with the broader institutional strategic plan.

OUTCOMES

- Participants will have a comprehensive strategic plan for their operational unit that will be aligned with that of the larger organization.
- Shared ownership will result from environmental scanning, and clarification of values, vision, mission, and prioritized goals.
- Participants will establish priorities for both the short term (one year) and the long term (five to ten years).
- Action plans will be established with clarification of resources needed, time lines for accomplishment, and identification of the individuals accountable for specific objectives being met.
- An assessment system will be designed in advance so that there is shared understanding of how the effectiveness of the program will be measured and improved periodically.
- A matrix system will be designed for shared understanding of the standards deemed appropriate for measuring accomplishment that is considered acceptable in achieving the vision, mission and goals of the unit.
- A review and analysis schedule will be determined to clarify the schedule for monitoring effectiveness and making appropriate adjustments for improvement.

SAMPLE AGENDA (INSTITUTE ACTIVITIES)

- Day 1** This time is dedicated to building shared understanding and ownership of the future direction based upon environmental scanning, clarification of the vision, mission and values, and prioritization of goals and objectives.
- Day 2** During this time smaller teams usually flesh out the action plans. Once that is accomplished the group as a whole designs the assessment system, the matrix and standards to be used for measuring effectiveness, and the review and analysis schedule for continuous improvement.

PERFORMANCE AREAS

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