

the Tools

1-3

Pay attention to where you are
Sigmoid growth curve

What is the next curve?

Let's get to an "HONEST SHARED MODEL"

we must have the hard conversations

MSU

IS growing

but...

IF YOU DON'T EMBRACE CHANGE YOU DON'T EVOLVE

WHAT IS GROWING HERE?

we are going to grow those elements in what we offer students so to get them to that finish line



METROPOLITAN STATE UNIVERSITY OF DENVER

THESE QUESTIONS WERE BIG QUESTIONS

A TOUGH INTERVIEW...



ADMINISTRATION COLLECTIVE ENERGY

our areas are so different - But...

So together on things like social justice

Passion

COMMUNICATION ACROSS LINES

EQUALITY OF OPPORTUNITY



COURAGE

COHESIVE WAY IN SOLVING ISSUES

Consensus is... COMMITMENT to DACA

PRACTICE DIPLOMACY transparency & discretion when needed

HAVING A DIVERSE GROUP

engaged PARTNERS in/out

VISION

CREATING PROJECTS that best serve our STUDENTS

A team!

FOCUS ON OTHERS' NEEDS - Being in a "Serving Role"

ASK+ LISTEN

HAVING A BALANCED LEADERSHIP

when to let go... when to push back

DESIRED but not REQUIRED

great STUDENTS

What happened when you were operating at your BEST?

COMMON THEMES... POSITIVE CORE

LARGE SCALE Change

EXTERNAL PARTNERS

★ PAIN POINTS THAT NEED CLARITY

Tool 1 - determine who does what

how are the decisions being made

what values do we have and can we i.d. those to adapt to this new culture - will there be CULTURE CONFLICT?

how are we going to cocreate this vision

HOW DO WE GET TO THESE DECISIONS??

we have to ask ourselves - are we successful placing the student + in this competitive market?

Tool 2

★ 5D TOOL:

- DEFINE - the topic
- DISCOVER - what is working + why
- DREAM - what is possible
- DESIGN - what must we do
- DELIVER - action

WHAT IS WORKING

550 YRS OF EXPERIENCE HERE TODAY!!!



WHAT MUST BE true TO ENSURE THE LID STAYS OFF?

KEEP THE LONG VIEW!