

Work-Life Integration Strategies

Tuesday, August 6 10:15 AM - 11:45 AM

Carina Celesia-Moore

Program Knowledge Level: Basic

Field of Study: Personal Development

Course Description: The relationship between work and life is a constant ebb and flow of time, attention, and energy, and there are tools to help establish and nurture harmony between them. In this interactive session, you will explore the myth of "work-life balance," and be introduced to an integrated perspective and pragmatic approach to addressing often competing responsibilities. You will discover support, tools, and strategies, that encourage the necessary mind shifts and ultimate transitions to the new, more effective, and less stressful integrated world of work-life. Be prepared to leave with new tools and actions you can implement right away as you strategize to navigate your work-life integration going forward.

Learning Objectives:

- Review work-life integration strategies, reimagined for today's world of work,
- Identify work-life integration barriers and those you want to change now.
- Experience practices and tools to enhance work-life harmony.

Elements of Engagement:

- Group Discussion
- Instructor-posed question with period of reflection
- Learning by using games or simulations

Voice, Values & Velocity: The New Rules of Employee Engagement

Tuesday, August 6 1:00 PM – 2:30 PM

Allison Vaillancourt

Program Knowledge Level: Basic

Field of Study: Personnel/Human Resources

Course Description: Strategic employers have recognized the urgent need to attend to growing employee expectations for values, voice and velocity. Employees want work aligned with their personal values, a say in organizational decision-making, and a hassle-free experience that lets them get things done quickly while getting regular promotions. This session will address what it takes to be a destination of choice for the very best employees and why progressive employers will be best positioned to attract talent in an increasingly competitive labor market.

Learning Objectives:

- Identify changing aspects of the employee value proposition.
- Evaluate participant institution's current employment approach against innovative strategies being employed at innovative organizations.
- Describe how the balanced scorecard approach works for strategy mapping.

Elements of Engagement:

- Group Discussion
- Polling Questions

Strategy Planning 1

Tuesday, August 6 2:45 PM – 4:15 PM

Ruth Johnston

Program Knowledge Level: Overview

Field of Study: Business Management & Organization

Course Description: The opening session for this intensive study of strategic planning through implementation will cover the components of planning, the variations of how it is done, the balanced scorecard approach to strategy mapping, and introduce the case studies and expectations for presentations on Wednesday. Throughout the two days, participants will be encouraged to share their experiences with planning, at the unit, organizational and institutional levels.

Learning Objectives:

- Apply the components of strategic planning
- Discuss how the balanced scorecard approach works for strategy mapping
- Assess the readiness of an organization to do strategic planning. Describe the leader's role in planning

Elements of Engagement:

- Group Discussion
- Instructor-posed question with period of reflection
- Use of Case Study

Strategy Planning 2

Wednesday, August 7

8:30 AM – 9:45 AM

Ruth Johnston

Program Knowledge Level: Basic

Field of Study: Business Management & Organization

Course Description: Strategic Planning: SWOT, Mission, Vision & Values, Strategy Mapping
Ruth A. Johnston, Ph.D. Participants will learn how to conduct a SWOT (strengths, weaknesses, opportunities and threat) analysis and the value of it; create a mission, vision and values statement, and a strategy map using various tools and approaches. The latter part of the session will be spent in teams working on the case study.

Learning Objectives:

- Conduct a SWOT analysis.
- Create a mission, vision and values statement.
- Create a strategy map including goals, themes and priorities.

Elements of Engagement:

- Group Discussion
- Instructor-posed question with period of reflection
- Use of Case Study

Lead with Strengths

Wednesday, August 7

11:15 AM – 12:30 PM

Katy Rees & Jennifer Williams

Program Knowledge Level: Advanced - Participants should have completed previous WACUBO BMI strengths series courses including “Discover Your Strengths” or “Leverage Your Strengths” or “Partner with Strengths”. Prospective attendees may contact instructors if having previously taken other CliftonStrengths courses in lieu of above pre-requisites.

Field of Study: Personal Development

Course Description: Leaning into and leading with Strengths creates an opportunity to tap into an individual’s authentic leadership style and create a workplace culture where individuals and teams thrive. During this session, participants will explore how their unique themes contribute to their ability to lead projects, tasks, and people forward. The course will build upon the prior years of strengths curriculum, as participants will tap into their greatest domain of strength, learn how to lead with strengths to get the best of themselves and others, as well as identify tools for managing perceptions and navigating watchpoints that may impact their ability to achieve success. Join us to learn how to lead with your talents and leverage as strengths.

Learning Objectives:

- Explore theme perceptions, vulnerabilities, and watch points to lead more effectively and contribute to the team(s) collective success.
- Apply, leverage, and collaborate with strengths to be at their individual and collective best.
- Uncover tips for leaning into and leading with strengths while also managing vulnerabilities and watch points.

Elements of Engagement:

- Group Discussion
- Polling Questions
- Instructor-posed question with period of reflection
- Learning by using games or simulations

Strategy Planning 3

Wednesday, August 7

2:00 PM – 3:15 PM

Ruth Johnston

Program Knowledge Level: Basic

Field of Study: Business Management & Organization

Course Description: This session will focus on taking a strategic priority and creating an action plan, called an Activity Scope, to map out the problem statement, steps to achieve a goal, who is involved, the timeline, etc. Additionally, each team will have 10 minutes to present the work of their team and receive feedback from the rest of the class.

Learning Objectives:

- Use Activity Scopes to map out the steps to take to achieve a goal.
- Describe the basics of Lean.
- Employ Lean tools in your work. Demonstrate your knowledge of strategic planning. Apply principles of strategic planning back at your institution.

Elements of Engagement:

- Group Discussion
- Instructor-posed question with period of reflection
- Use of Case Study

Strategy Planning 4

Wednesday, August 7

3:30 PM – 4:15 PM

Ruth Johnston

Program Knowledge Level: Basic

Field of Study: Business Management & Organization

Course Description: This session will engage the participants in the topic of how to lead and manage change, especially the impact on people and on you as the leader. You will be able to implement and apply all tools from the previous strategy planning courses over the last two days.

Learning Objectives:

- Understand the change cycle and what happens in it.
- Recognize conditions and success factors of leading effective change.
- Demonstrate coaching skills during change.

Elements of Engagement:

- Group Discussion
- Instructor-posed question with period of reflection
- Use of Case Study

Cultural Sensitivity in the Workforce

Wednesday, August 7

4:15 PM – 5:30 PM

Meredith Brown

Program Knowledge Level: Overview

Field of Study: Behavioral Ethics

Course Description: Understanding people of different backgrounds and cultures is increasingly important in today's multicultural work environment. Cultural sensitivity training can help educational institutions increase cultural competency and prevent conflicts that can lead to incidents of discrimination, harassment, and retaliation. Administrators will learn what it means to have cultural sensitivity and how to implement culturally sensitive behavior.

Learning Objectives:

- Identify appropriate times, methods and circumstances for training
- Monitor and avoid forms of discrimination
- Discover how to ways to have conversations improve sensitive situations

Elements of Engagement:

- Practice interactions with others in the course
- Discuss programs and systems others have implemented
- Open Q&A