

Empowering Relationships: Building Resilient Bridges



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Why this session is important:

Continual improvement of faculty, staff, and administrator relationships is essential for transformational learning, institutional growth, and strategic development. Conflicts arising from ineffective communication, shared governance, and succession planning as well as unanticipated environmental issues (such as the coronavirus pandemic) tend to exacerbate the situation. Participants will create solutions that empower relationships and build resilient bridges to the future.

Learning Outcomes:

1. Identify personal and organizational issues in higher education that create disfunction at the personal and organizational levels.
2. Develop solutions to real-life issues.
3. Create a set of principles or practices for fostering powerful relationships between faculty/staff and administrators.

Facilitation Plan:

1. Pre-Activity:
 - a. Pre-readings:
 - **Organizational Communication** by Julie Zink, PhD
 - What Exactly Is Shared Governance? By Gary A. Olsen, 2009 (<https://www.chronicle.com/article/exactly-what-is-shared-governance>)
 - **Succession Planning for Academic Leaders** by Jeffrey L. Buller, PhD 2017 (<https://www.academicbriefing.com/human-resources/succession-planning-academic-leaders/>)
 - b. Exploration questions to prepare participants:
 - Does your organization practice vertical or horizontal organizational communication or a combination of both?

- Which type is predominant and how effective is it?
 - What changes would you make for greater effectiveness?
2. Breakout teams of 6 (captain, recorder, spokesperson, etc.)
 3. Analysis of 3 scenarios: organizational communication, shared governance and succession planning (critical thinking questions)
 4. Team identification of key insights/practices that empower relationships
 5. Audience Questions & Answers
 6. Overview of best practices/principles
 7. Session closure

Activity Resources:

1. Critical Thinking Questions
2. Activity Rubrics for Organizational Communication, Shared Governance, and Succession Planning

Resource needs:

1. Zoom Support
2. PowerPoint