Working the Plan:
How Staff Support Student Success

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Agenda

1. Introduction
2. Activity #1: Drawing
3. Organizational Diagrams
4. Activity #2: Case Studies
5. Research Findings
6. Conclusion
Activity 1: Diagram Drawing

1. Draw your own view of your institution's formal and informal organizational structure.

2. Pair up with a partner and identify the similarities and differences.
Relating Imagery to Approaches to Organizational Structure

Silos

Tend to be characterized by:

1. An institutional culture that is perceived...
Spider Webs

Tend to be characterized by:

1. An institutional culture that is perceived as having a greater shared commitment to supporting student success

2. Synergistic, open, and advocating approaches to leadership

3. Staff who have connected the vision and mission of the division to that of the institution
Silos

Tend to be characterized by:

1. An institutional culture that is perceived as having a less expressed shared commitment to supporting student success.

2. Leadership style that sees departments more as discrete units and may be more closed.

3. Staff who are less clear on the vision and mission of the division to they connect to the institution.
Activity 2: Case Studies

Read "The Situation," and then work through the "Reflection" and "Critical Contemplation".
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