

LEAD6

Six Roles of a Leader at **Chico State**

NOVEMBER 13, 2019

CALIFORNIA STATE UNIVERSITY, CHICO

LEAD 6

Six Roles of a Leader at Chico State

A monthly leadership forum, centered around a rotation of the six roles of a leader

Action learning, with and from our campus leaders (that's all of us)

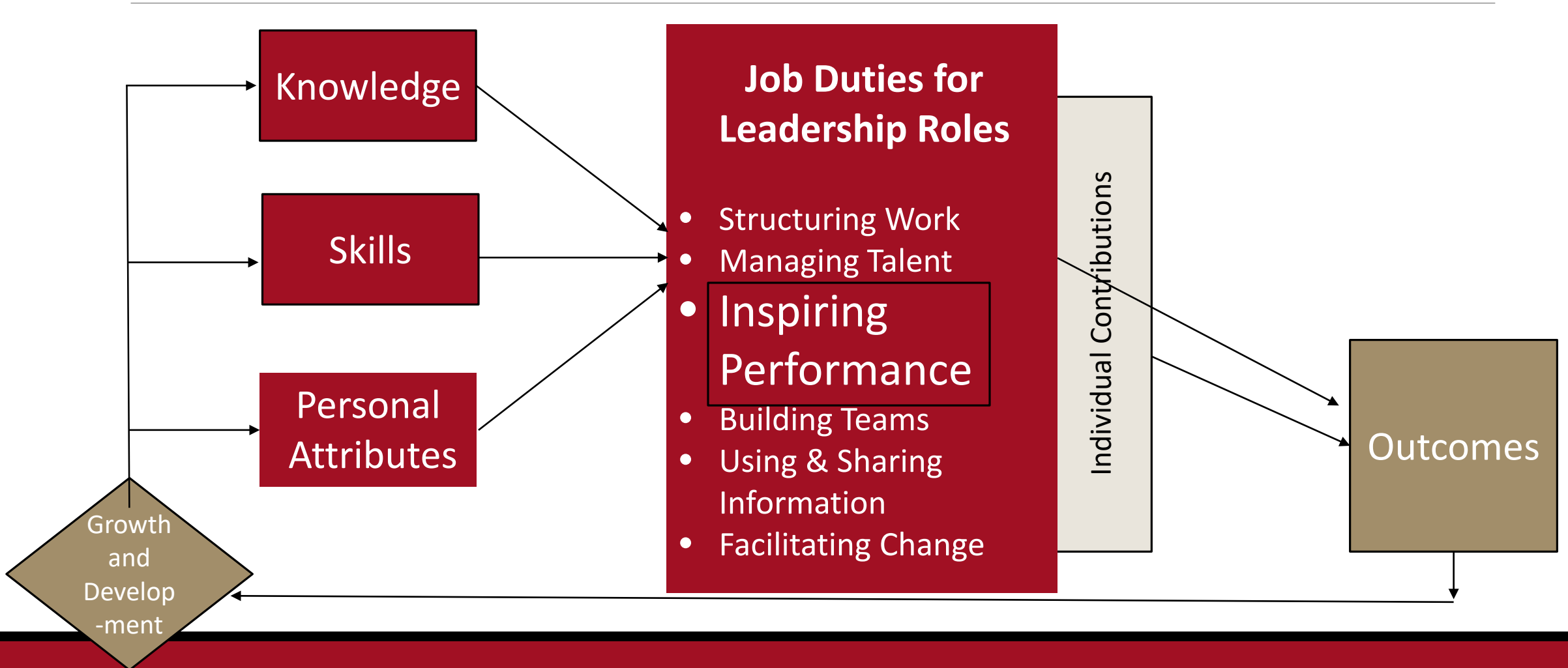
Program Expected Outcomes:

- Cohesive leadership framework for CSU Chico
- Strong cadre of leaders across the campus
- Connections between leaders to improve efficiency
- Increased confidence in leaders on the part of our employees

Today's Learning Objectives:

- To observe and practice the giving and receiving of constructive and formative feedback
- Linking your group to the CSU-Chico Strategic Plan

Multi-level Leadership Model



Today's Agenda – Inspiring Performance

- Learning Objectives and Leadership Model
- Welcome
- Pro Tips: Giving Effective Feedback
- Action Learning Activity: Let's be SMART!
- Announcements

Pro-Tip Activity

GIVING EFFECTIVE FEEDBACK

Write a note of appreciation to someone in your group who makes Chico State a great place.

2 MINUTES.....GO!



Action Learning Activity

STRATEGIC PLANNING INSPIRES PERFORMANCE

Strategic Implementation Framework



A strong, simple statement of institutional identity that drives the mission, vision, and values.



Describes the core purpose of the institution



Outlines what the institution wishes to become



Describes the values that define the institution

Strategic Plan

Outline the institutions strategic priorities and enduring commitments to fulfill the mission and vision, and to represent our values (Multi-year)



Describe intended goals related to the strategic priorities. Teams for each strategic priority to create SMART goals: Specific, measurable actions and targets focused on the attainment of priorities. (Multi-Year)



General projects/activities/tactics (with timelines, budgets, resources, and accountability) designed to attain specific goals. (Yearly)



Implementation Plans



Specific measurements designed to assess progress toward goals/tactics and the overall priorities. (Yearly)

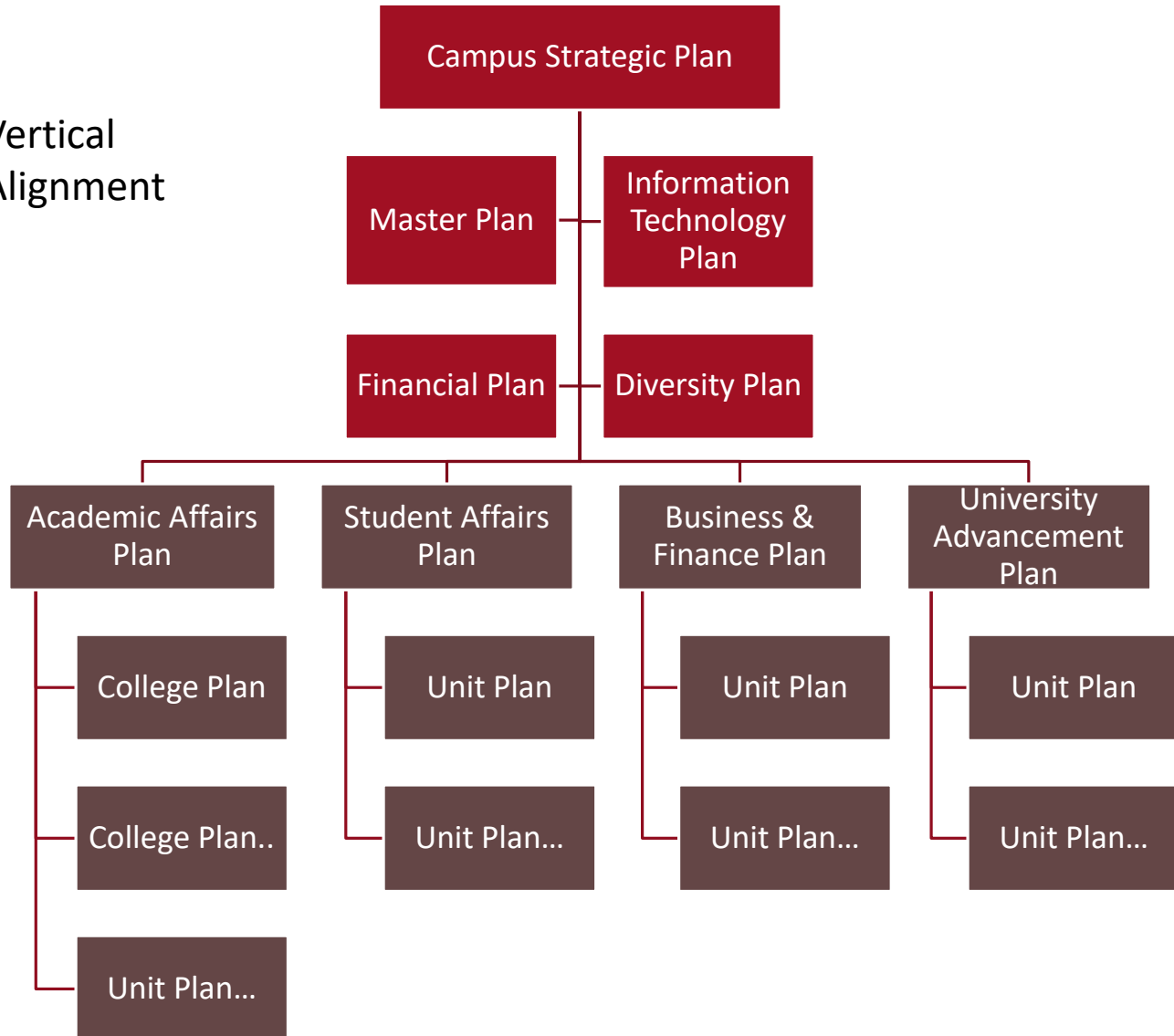
Integrated Planning

A sustainable approach to planning that aligns the organization

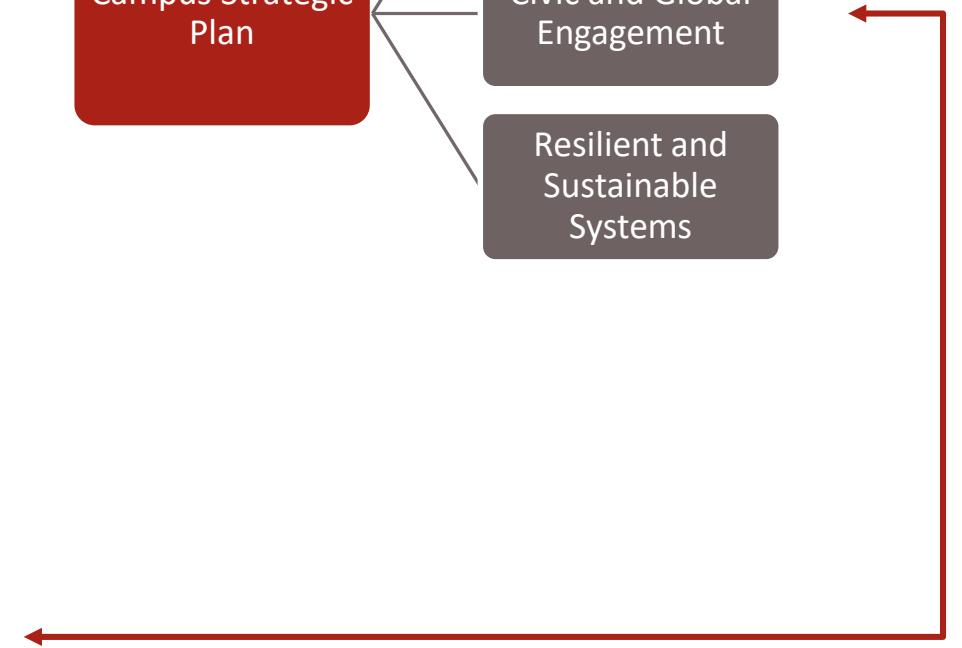
- Allows the University to set priorities together
- Better coordinate resources of all kinds

Vertical Alignment

Horizontal Alignment



- Equity, Diversity, and Inclusion
- Civic and Global Engagement
- Resilient and Sustainable Systems



Planning Alignment

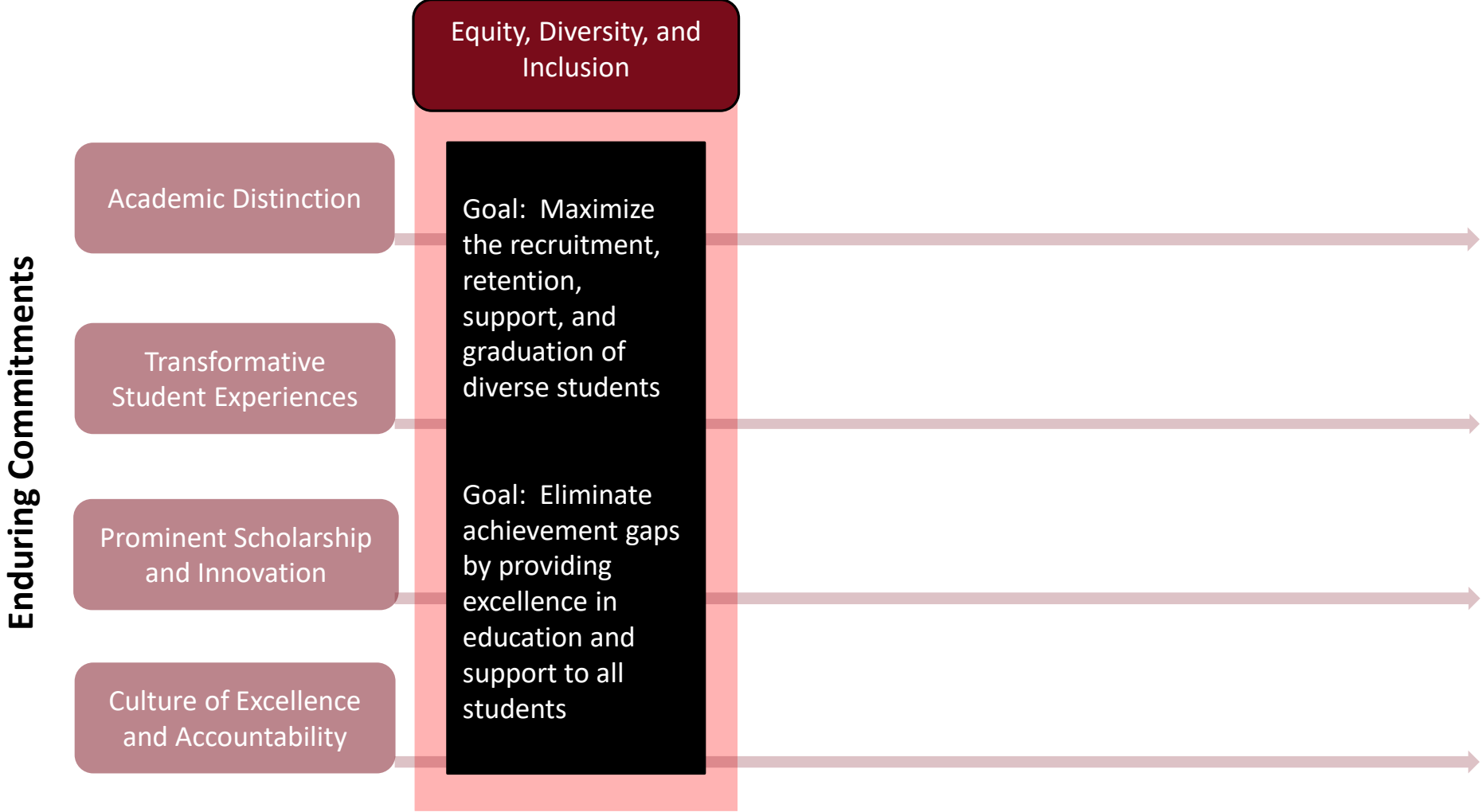
Our Approach

- University goals create focus with each priorities, they are not new
- Goal Champions to lead the planning effort
- Strategic Planning Core Team to provide support

Goal Champion Charge

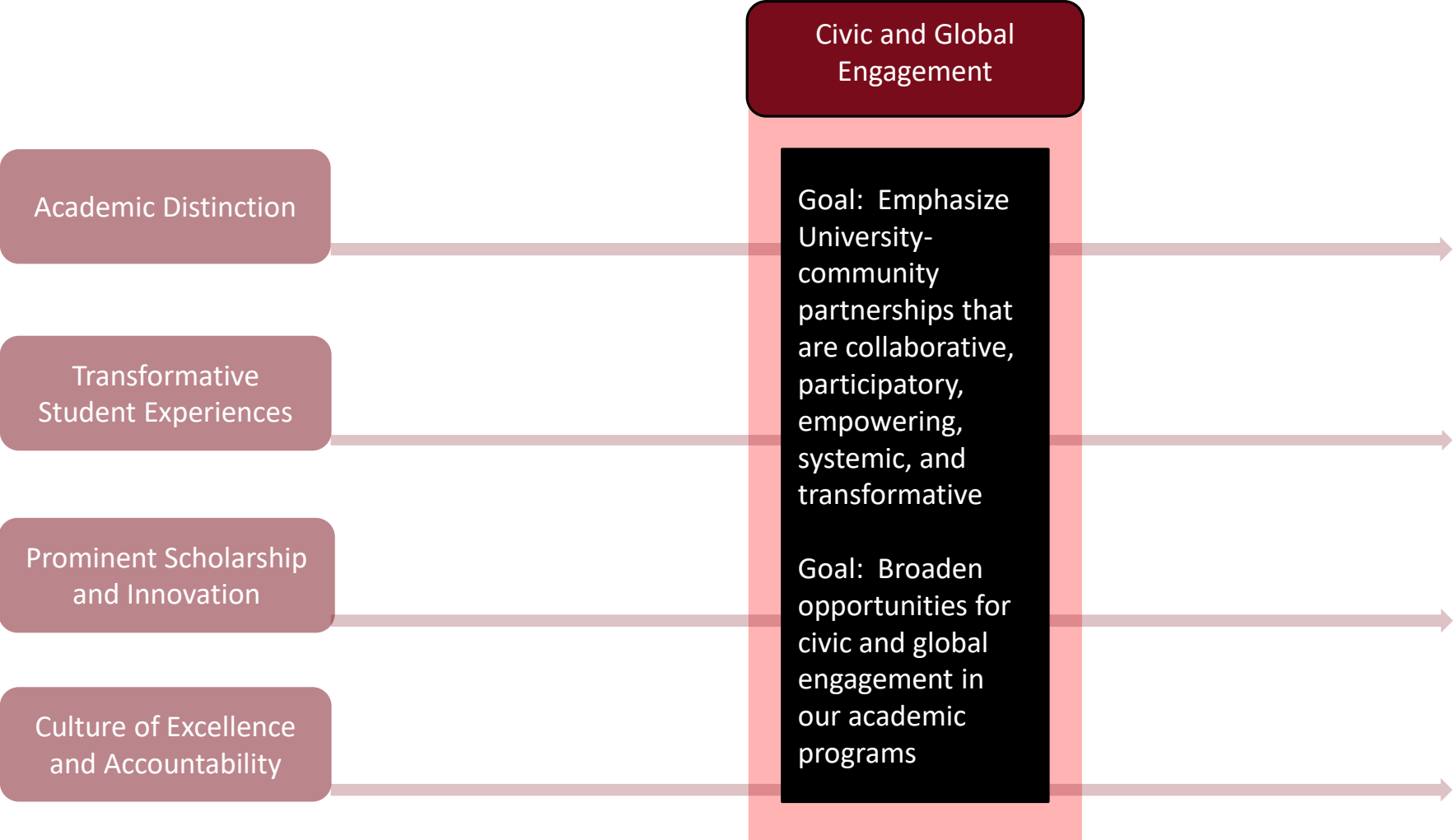
- Co-Lead a team under one strategic priority with identified goals
- Form/utilize a cross-divisional steering team and working groups
- Create 3-5 SMART goals, develop tactics and identify key performance indicators
- Monitor and report progress, identify barriers
- Report on accomplishments and develop plans for the next year

Strategic Priorities



Strategic Priorities

Enduring Commitments



Strategic Priorities

Enduring Commitments

Academic Distinction

Transformative Student Experiences

Prominent Scholarship and Innovation

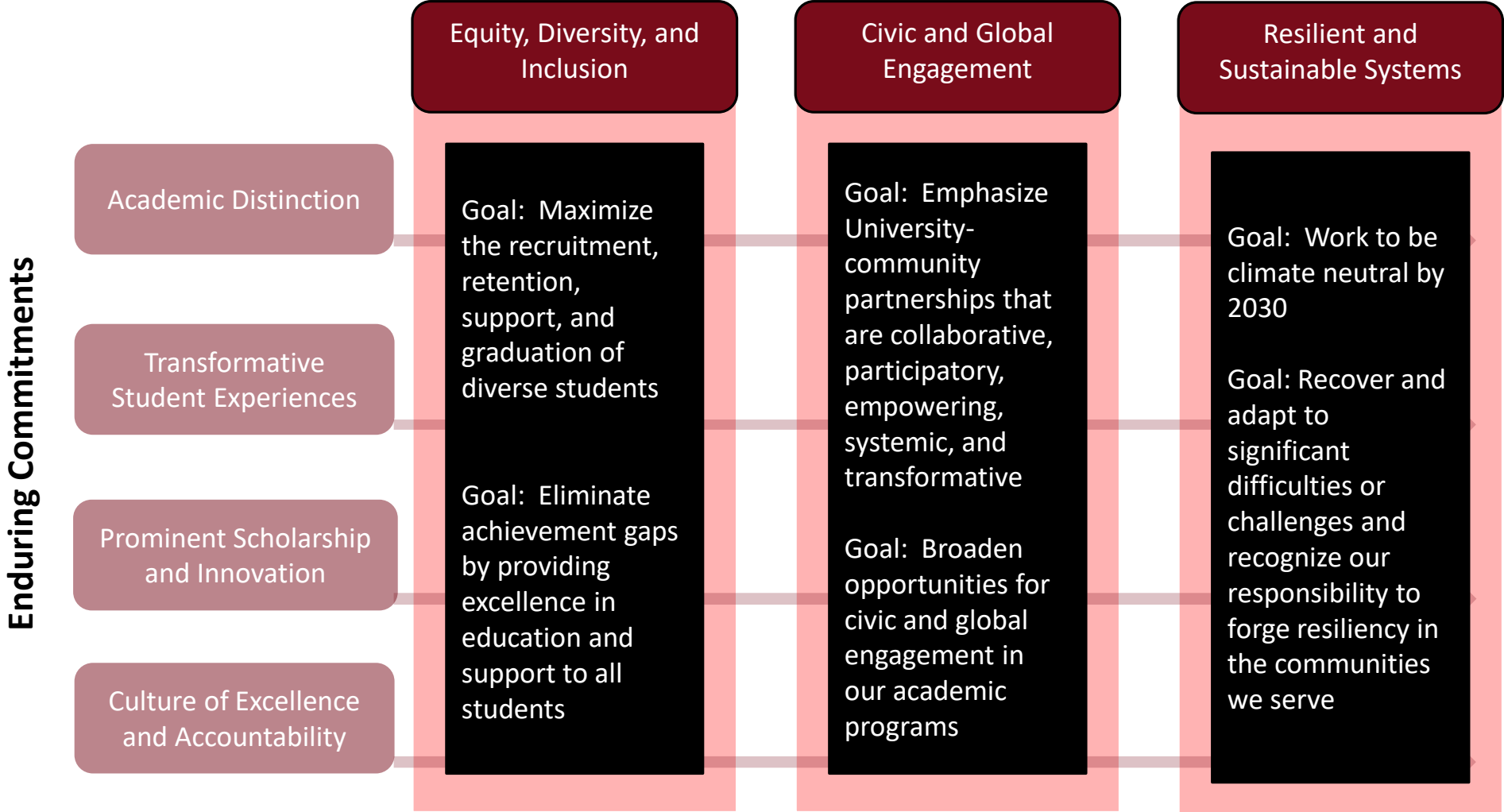
Culture of Excellence and Accountability

Resilient and Sustainable Systems

Goal: Work to be climate neutral by 2030

Goal: Recover and adapt to significant difficulties or challenges and recognize our responsibility to forge resiliency in the communities we serve

Strategic Priorities



SMART

Make your **SMART** goals:

SPECIFIC

- Clearly define the intended outcome

MEASURABLE

- The goal can be quantified

ASSIGNABLE

- A person, department, or committee could be given responsibility for the goal

REALISTIC

- It can be achieved with an institution's resources and in the amount of time indicated

TIMEBOUND

- Identifies when the goal will be completed

Now let's look at a well written goal...



GOAL

Goal is very Specific

Measurable

Agreed upon



University SMART Goal Examples

Priority: Equity, Diversity and Inclusion

- Goal: Eliminate achievement gaps by providing excellence in education and support to all students
 - **SMART Goal:** *Increase transfer student four-year graduation rate to 85% by 2025.*
 - **SMART Goal:** *Increase the diversity of our faculty 10% points to closer represent the student population by 2022*

Personal/Unit SMART Goal Examples

Enduring Commitment: Culture of Excellence and Accountability

- **SMART Goal:** *Publish executive memorandum within one month of Academic Senate approval by 2021.*

Priority: Resilient and Sustainable Systems

- **SMART Goal:** *Reduce paper usage by 20% by 2021*

Enduring Commitment: Transformative Student Experiences

- **SMART Goal:** *Increase awareness and attendance at the Career and Internship Fair in April 2020 by 15% by identifying six faculty from non-business departments to volunteer at the Career Fair and offer extra credit to their students to attend.*

SMART Goal Share out and Review

- What Strategic Priorities/Enduring Commitment does this connect to?
- Is it clearly defined?
- How will it be measured?
- Who will be in responsible for completing the goal?
- Is it realistic based on resources and time available?
- Has a specific time for completion been identified?

Announcements and Upcoming Events

Bach to Basie, FREE tonight, 7:30pm, Harlan Adams Hall

November 14 through 17, She Kills Monsters, Wismer Theatre (Black Box Theatre), Performing Arts Center, 7:30pm. Tickets available at Box Office.

November 18, Office of International Education, Koffee & Kudos, 10:00-11:30, SSC 440

November 22, Green Dot (bystander) training: 12:30-1:30 and December 12, 11:00-12:00. Sign up through CSULearn.

November 23, Cross-Country NCAA Division Championships, Sacramento, Hagen Oaks Golf Course, 10am Women's, 11:30 Men's

December 10, Joy of Giving Event, University Farm, 5:00-6:30, with Yule Logs.

December 11, Center for Communication Disorders fund-raiser, Chipotle, 4:00-6:00pm

December 12, Kendall Hall Open House, 12:30-2:30 (raffle drawing from 2:00-2:30)

- Please bring food pantry items

Avoiding Bias in Hiring Training (required for search committee members as of January 1)

Compliance Training (campus outcomes reflect on the President's Scorecard):

- *Conflict of Interest*
- State Law-required *Sexual Harassment Prevention* (this is different than CSU's Title IX training)

Cal Employee Connect – get your check stubs and W-2 information EARLY

Stay alert for First Impressions contest for Facilities improvement (\$100,000!!)