

## Strategic Planning Task Force Meeting

April 24, 2013

Participants: D. Allred, K. Arnoldsen, C. Avery, L. Barnhurst, J. Cox, M. Dodge, S. Golding, B. Gridley, B. Hermansen, S. Hill, M. Jenkins, D. Larsen, T. Lund, C. Mathie, S. Meredith, B. Taggart, N. Visger and G. Wright.

Marvin thanked the Task Force members for their efforts and participation in the strategic planning efforts. He reminded the members present they are invited to participate in any or all of the meetings scheduled next week with various divisions. The meetings will be held in the Heritage Room on the following dates and times:

Monday, April 29	3:00 pm to 5:00 pm – Fine Arts Division
Tuesday, April 30	2:00 pm to 4:00 pm – Humanities Division
Wednesday, May 1	1:00 pm to 3:00 pm – Natural Science Division
Wednesday, May 1	3:00 pm to 5:00 pm – Social Science Division
Thursday, May 2	2:00 pm to 5:00 pm – Business Division (in Richfield)

Rick Wheeler was invited to discuss various issues related to communications and group dynamics. He talked about personal paradigms and how individuals respond to issues and situations differently based on their experiences. He noted that it is important to understand personal paradigms in order to effectively work as a group as well as be able to gather information from others as needed in the strategic planning process. Personality is based on mental state, emotional state and situational state and it is important to recognize this in you as well as in others.

Determining personality types is not new; it has been around since Aristotle. Dr. Kenneth Ring identified the type personalities of A (driven, intense), B (social, laid back), and C (recessive—rather switch than fight). There are numerous tests around that determine personality types but the Myers-Briggs test is used by most employers. This test identifies the four indices of *Extraversion or Introversion*, *Sensing or Intuition*, *Thinking or Feeling*, and *Judging or Perceiving*. According to their hypothesis, a person has one dominant preference in each of the four pairs. For example, a person might be introverted, a sensor, a thinker and a perceiver.

Rick also discussed the importance of knowing who we are such as are we left brain or right brain. He distributed a handout that addresses how the two hemispheres of the brain process communication differently. Left brain individuals are logical, verbal, use figures and words, and linear in their thinking while right brain individuals are more creative, visual, artistic, holistic and use images and symbols.

What about working with difficult people in groups? There are various types of individuals in the following categories. It is important to recognize these individuals and use varying methods to respond. A handout on the types of difficult people in groups from Robert Bramson, *Coping with Difficult People*, 1986 was distributed as a reference.

1. Hostile Aggressive
  - a. *Sherman Tanks*, try to roll over you
  - b. *Snipers*, shoots insults and then takes cover
  - c. *Exploders*, seem calm at first then out of nowhere explode
2. Indecisives
3. Complainers
4. Negativists (wet blankets)
5. Clams
6. Super Agreeables

Rick's presentation concluded with a Joel Barker video on problem solving and how our personal paradigms affect our judgment and decision making.

Melanie then led a discussion on the summer meeting schedule. The next Task Force meeting was scheduled for Monday, May 13<sup>th</sup> from 10:00 am until 2:00 pm with lunch being provided. One of the items on the agenda at that meeting will be to make individual and group assignments as the information gathering effort begins.

Next Melanie led a discussion on the guiding principles to use in gathering information. "These principles will help us – the planning task force – create the internal discipline we need to adhere to, hold ourselves accountable to the highest standards possible, and let all the external stakeholders know how this planning process will be conducted." (Source: Sanaghan, Patrick. 2009. Collaborative Strategic Planning in Higher Education, pg. 48, NACUBO.)

Those present were divided into groups of two each to identify five principles they feel should guide the gathering process. Each group then identified their top three. Following this the groups were combined into groups of four to decide on three principles from the six. The following 10 principles were identified. Number in parenthesis represents the results when those present were asked to identify their top three from the 10 principles listed.

1. (6) Reliable evidence (data) – What standards are we going to accept. Need to define "reliable". Quantifiable/professional base/source
2. (2) Do no harm – to what made Snow great and we already do well
3. (1) Customer service minded. Customers include students, colleagues, economic development leaders in the area, etc.
4. (5) Paradigm pliable
5. (4) Keep the end goal in mind – Have courage to have a plan. Don't get distracted (North Star)
6. (0) Fair and balanced
7. (3) Inclusive
8. (4) Transparent
9. (0) Maintain mission of Snow (relates to principle no. 2)

10. (4) Listen. No personal bias. In the gathering phase right now; need to be patient with others and tolerant of dissent

As members of the Task Force interact with colleagues they should remember to allow them to speak. Be interested in learning “what they expect to see happen.” Encourage everyone to become involved in the process.

A question was raised on the status of the website for posting information on the strategic planning process. Marv indicated we will be using the model used by College of Eastern Illinois and adding verbiage to accurately reflect Snow’s effort. The website is in the final stages of development and should be online soon.