Overview
September 1, 2022
Objectives for Organizational Development

PLANT a healthy foundation
NOURISH an inclusive environment
CULTIVATE organizational change
The Big Picture: Phases of Work

<table>
<thead>
<tr>
<th>Organizational Assessment</th>
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<tr>
<td>The organizational assessment strategy is multi-pronged, providing a 360 view of the School of Social Work. The goal is to carry the insights from the assessment into the strategic planning, execution and organizational development efforts.</td>
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<th>Strategic Planning</th>
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<td>The refresh will lead us into identifying strategic priorities for the School of Social Work and associated milestones, as well as identifying who is accountable, responsible and connected to the execution of the priorities and associated plans of action.</td>
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<th>Strategic Leadership</th>
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<td>The leadership team members will walk through a development process to assess how they think, act and influence together for the sake of achieving the school's strategic priorities across the system and in the community.</td>
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<td>Organizational development recommendations will flow from the organizational assessment. The areas of focus are not yet defined; however the initial direction is to offer development in three targeted areas over a 9-month period for all staff and faculty to support a healthy culture in the School of Social Work.</td>
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Projected Timeline

Outcome: Strategic plan established
Outcome: Org. Development plan established
Outcome: Leadership Team engagement and alignment
Outcome: Voices of staff and faculty inform and influence strategic priorities
Outcome: Tangible changes in the culture and climate
Outcome: Org. buy-in for strategic priorities
Outcome: Org. development of all staff and faculty
Stages of Change

**ENDING**

- **DENIAL**
  - Looking for evidence it isn’t true

- **FRUSTRATION**
  - Sees things are different; angry

**NEUTRAL ZONE**

- **DOUBTS**
  - High stress and loss of energy; disruption, depression

**NEW BEGINNING**

- **INTEGRATION**
  - Change integrated; renewed

- **DECISION**
  - Committed to working in new ways; hopeful, engagement returned

- **ACCEPTANCE**
  - Engage with and explore new solution; creativity and conflict

**RESISTANCE**

**UNCOMMITTED**

**SUPPORT**

*Integrated model adapted from Elisabeth Kübler-Ross and William Bridges*