

# Strategic PLANTing

UNC SCHOOL OF SOCIAL WORK  
2022–2023

## Overview

September 1, 2022



SCHOOL OF  
SOCIAL WORK



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

# Objectives for Organizational Development



## **PLANT**

a healthy foundation



## **NOURISH**

an inclusive environment



## **CULTIVATE**

organizational change

# The Big Picture: Phases of Work

## Organizational Assessment

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.

## Strategic Planning

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.

## Strategic Leadership

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.

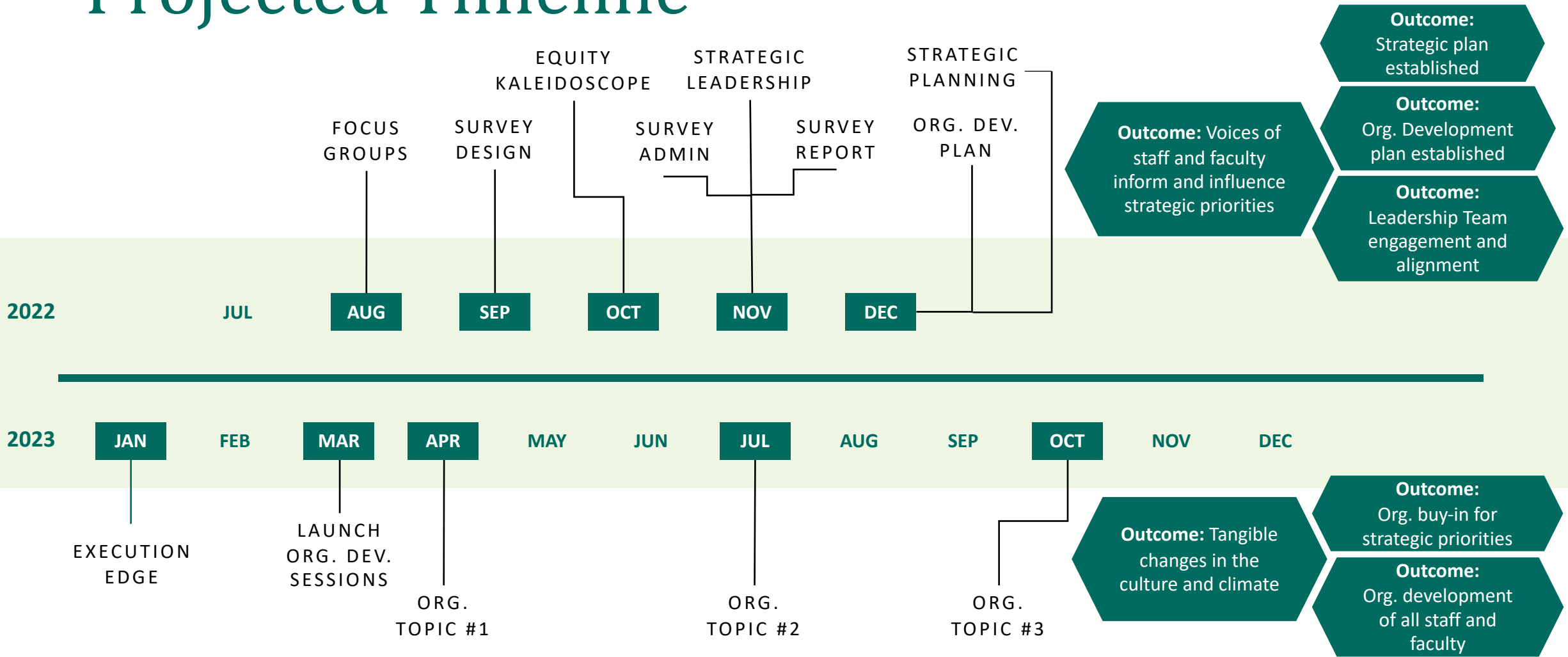
## Organizational Development

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.

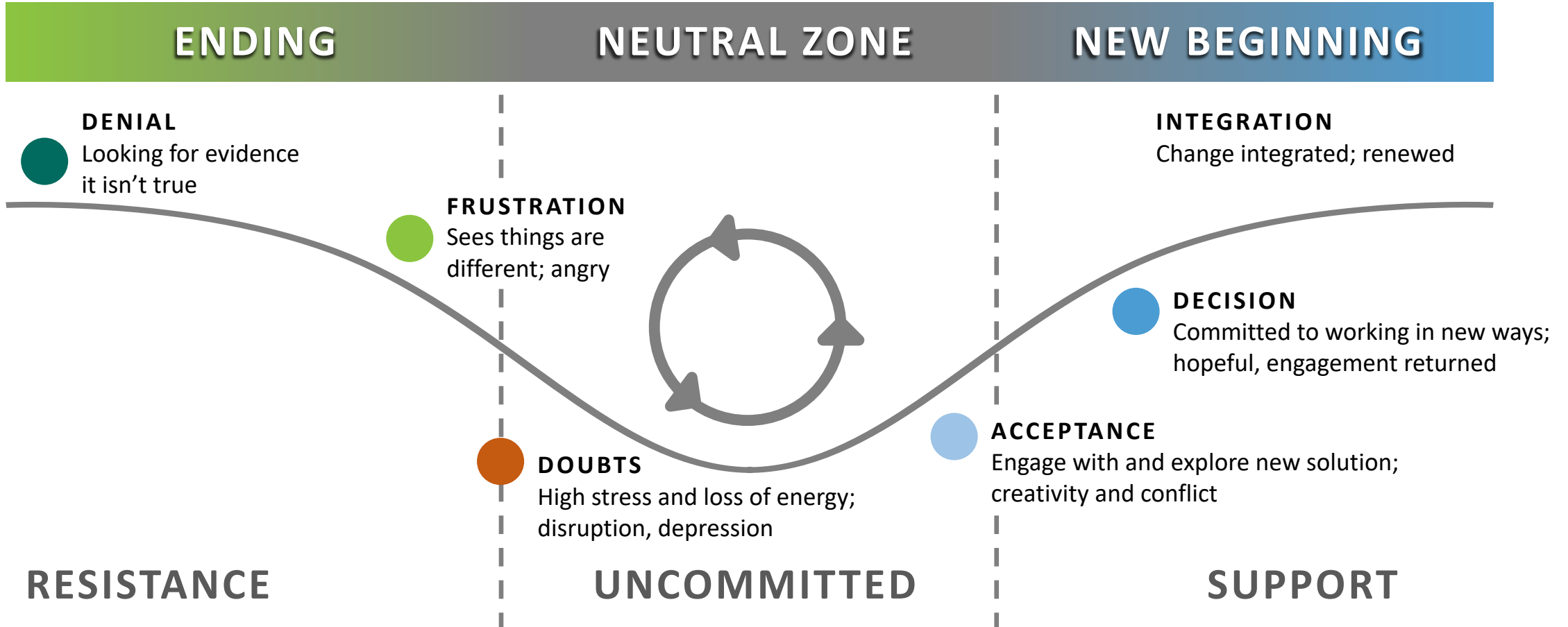
# STAKEHOLDER GROUPS



# Projected Timeline



# Stages of Change



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