



IEPPD Session: Thursday May 12, Peter A. Usinger (PSC)
Professional Development and Institutional Planning

2011 Joint Commission Conference

Institutional Effectiveness, Planning, and Professional Development Commission

Participants will review and discuss a modified Vision-Board approach that aims to combine and integrate individual, departmental, and institutional aspirations to support the acceleration of skill development and career planning in alignment with the desired workplace competencies.

Business Drivers:

- Continuous need to do more with less, improving institutional effectiveness and efficiencies
- Accreditation focus on professional development as an IE factor across services
- Enhance academic and non-academic support services to improve outputs/performance
- Increasing pressures to improve student retention and degree completion rates
- State funding shortages continue their major impact across all educational systems
- Improved outcomes require smarter institutions with enhanced competencies in all areas
- Connecting organizational development (OD), professional development (PD) and strategies

Traditional Issues:

- Budgets are often not based on PD/OD needs, but on other priorities
- Employees operate within their traditional silos and/or look out for themselves
- Disconnects between individual choices of PD and systemic OD needs
- Taking the time to compare/map individual, departmental, and institutional needs
- Leadership & balanced focus on soft skills, technology skills, and other competencies
- Resistance to change: I know how to do my job; I've been doing it long enough!
- Lack of personal vision: Who inspires the look beyond the plate?

The Vision Board:

- A tool used to help clarify, concentrate and maintain focus on a specific goal
- It displays images that represent whatever people want to be, do or have in their lives
- Stronger manifestation of goals by combining cognitive, emotional, and visual mind aspects
- Purpose 1: It helps identifying and pictorizing a particular vision and give it clarity
- Purpose 2: Via daily visualization it reinforces the associated daily affirmations
- Purpose 3: It keeps individual's attentions on their intentions (it keeps the goal tangible)
- A vision board keeps dreams alive and makes them part of individual's daily experience

Mapping Positive Change:

- The individual sense of belonging is embedded in shared values, actions, and visions
- The vision board approach allows us to connect our actions with a shared purpose
- It provides opportunity to integrate multi-dimensional aspirations into a single picture
- It also helps to establish more clarity about the things people don't need or aspire to
- Creating a shared vision board is an excellent teambuilding and planning exercise
- Opportunities for customization: dynamic boards, goal achievement, strategic maps, etc.
- Connecting individual, departmental, and organizational vision can be a powerful tool
- Software applications and mind-mapping tools can augment and document process