Strategic Planning: Values, Mission & Vision

February 19, 2020
Student Affairs Division Meeting
Welcome

5 Pillars

• TRUST: Honesty, integrity, respect
• COMPASSION: Caring, friendship, empathy
• STABILITY: Security, support, consistency, communication
• HOPE: Direction, vision, faith, guidance
• GROWTH: Progress, development, excellence
Today’s Goals and Agenda

Goals
• Learn from one another
• Build on each others’ ideas
• Generate ideas to help create and inform our values, purpose, mission and vision

Agenda
• Determine norms
• Values Exercise
• Purpose, Mission and Vision Exercise
Next Steps

• Survey sent to those who did not attend to share their ideas
• Assessment team with synthesize today’s work
• VPSA leadership team will propose the values, purpose statement, mission, and vision for the division based on today
• Distribute to the division for feedback
Strategic Plan Norms

Purpose
  • To identify ground rules and expectations to create a safe and good environment for effective strategic planning

Prompt
  • What makes you feel most empowered to participate?
Strategic Plan Norms

Purpose
• To identify ground rules and expectations to create a safe and good environment for effective strategic planning

Answer Instructions
• 140 character limit
• No limit on number of submissions – just refresh the page

Visit:

srs.campuslabs.com

Enter:
A name, random initials or a pseudonym.

Connect ID:
26772
Determining our Division Values

• Values…
  • Help guide thinking and actions
  • Help prioritize initiatives and funding
  • Help determine what success is and what behavior to reward
  • Are acted out, not merely stated
  • How we want others see us; external

• Pillars: Stability, Compassion, Growth, Trust, and Hope

• Goal: To identify 5-7 division values
Values Exercise

1. Each table has a set of value cards, including some wild cards.

2. As a group, distribute value cards under the following headings on your table
   - Always valued
   - Often valued
   - Sometimes valued
   - Seldom valued
   - Least valued

3. List your top 5-7 values on the gold cards provided (one value per card) and give to Ashli, Molly or Sarah
Questions to think about as a group

• What do we stand for?
• What are the core values that are more important to us than profits or saving face?
• How do we want to treat each other, our other colleagues, and students at work?
• How do we want to be seen by the community?
• What attitudes and behaviors do we want to reward?
• Think about what each value looks like in action
Purpose, Mission and Vision

Pillars: Stability, Compassion, Growth, Trust, and Hope

Goals: To identify key ideas for our purpose statement, mission statement, and vision
What is a Purpose Statement?

• *Why* we do what we do
• Provides meaning for the work we do
• Energizes and inspires people; a “reason to get up in the morning”
• Expresses impact

**Facebook**: We believe connection is a human right

**TOMS**: We believe we can improve peoples lives through business
What is a Mission?

• The *what, how, and who* of the organization
• Should rarely need revision
• Should endure changes in leadership
What is a Vision?

- Describes where an organization aspires to be upon achieving its mission and purpose
- The difference we will create (outcomes)
- Includes where an organization wants the community and the world to be as result of achieving its mission and purpose
- A bold picture of what could be
- Bridges the present and the future
- Establishes a standard of excellence
Purpose, Mission and Vision Exercise

Directions (4 rounds):

1. Respond to either purpose, mission or values questions on your table
2. When the bell rings, move to the next table (numerical order)
   • Table 1 moves to Table 2, etc.
   • Table 16 should move to Table 1
3. Respond to the questions at each table
4. React and/or build on what is already written