

Strategic Planning: Values, Mission & Vision

February 19, 2020

Student Affairs Division Meeting



University of Missouri

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 will 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:

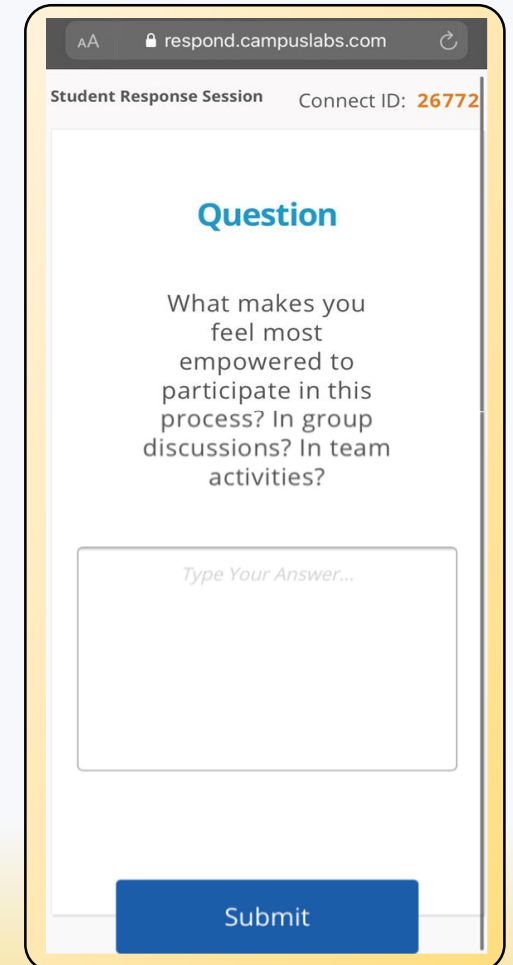
srs.campuslabs.com

Enter:

**A name, random initials or a
pseudonym.**

Connect ID:

26772



The screenshot shows a mobile browser interface for a "Student Response Session" on the website respond.campuslabs.com. The page displays a "Question" section with the text: "What makes you feel most empowered to participate in this process? In group discussions? In team activities?". Below the question is a text input field with the placeholder "Type Your Answer...". At the bottom of the page is a blue "Submit" button. The browser's address bar shows the URL and a refresh icon. The page title is "Student Response Session" and the "Connect ID" is "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

Least	Seldom	Sometimes	Often	Always



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

