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**Join the Google Doc:** [**http://tinyurl.com/msrg2p2**](http://tinyurl.com/msrg2p2)

**When you leave today, you will be able to:**

* Identify 1 or 2 “resistances” in your institution to share with your group
* Apply organizing strategies to your situation by brainstorming in groups
* Share results

**50 minute conversation agenda:**

* Introduction
* Problem identification in groups
* Organizing Definition and Strategies
* Brainstorm solutions
* Conversation/Share out
* Complete survey

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| **BREAK OUT SESSION #1**  **Purpose for the webbing brainstorm:**   * To engage the mind in a free flowing and creative problem solving process * Allows for quick, uninterrupted sharing of ideas while working collaboratively  1. In your groups, identify your main issue to brainstorm later 2. Draw a circle in the center of the newsprint and write your issue there |

***The definition of organizing is a process used to move people to action.*** This requires:

* Systems thinking (starting with the end in mind)
* Appeals to the self-interest of those you want to move to action (listening)
* Develops sustainability, ownership and builds organizational capacity (collaboration, identifying leaders)
* Combines science and art, (creativity, passion: Action Plan)

**The characteristics of an organizer**.

* Ability to plan
* Ability to jump from the norms
* Ability to work from the general to the specific (with the end in mind)
* Concern for people, a real interest and curiosity
* Ability to affirm others

**Strategies for organizing and building a QM culture:**

* **Individual problems occur in a broader context:** Know the climate of your institution, history, faculty and education in general. What has been tried before? Why did it not work?
* **Identify Leaders,** resources, existing or needed support.
* **Relational Organizing: A strategy focused on building relationships by working with people to assist them in understanding each other and their issues, as defined by them.**

**Hearing is not just with the ears but the mind**

* **Don’t just hear what you want to hear, but what is going on**
  + Hearing can be the content, the tone, body language and written word
* **Know what information you are listening for**
  + How do they feel about teaching, their job, and the institution?
  + What technical or design skills and abilities do they have?
* **Watch for signs that the conversation is over**
  + Fidgeting, looking at the clock, remembering phone calls to make, moving around, not making eye contact with you
* **Listen for ways to engage the persons’ self-interest, not yours**

Keep your strategy in mind with every conversation. Take notes after each meeting, evaluate and create talking points for the next meeting. Converse with folks at least 7 times and find at least 3 creative ways to introduce the topic.

* **Don’t chase lost causes/ Don’t focus on solid resistance.** You cannot force policies on others. Persuade and impress the values and objectives on the heart. Presume good intent.

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| **BREAK OUT SESSION #2:**   * Each group member chooses a different color marker * Draw a line from the circle and write a possible solution * Suggest as many solutions as you can. If you read other solutions and have a suggestion   that relates to it, draw a line in your color and add an additional comment * Evaluate and synthesize the results. Is there a theme? What ideas will work?   **Suggestions:**   * Use short descriptions: Adjectives, action words * This is NOT about perfection, it is about brainstorming * Think outside the box, get wild! * Many of the ideas may not work, but you will have a lot to work with! |

Want more? Collaborate about specific issues and solutions. Join the Google Doc!  
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