

Transforming *meeting* culture to *doing* culture

Linking and leveraging assets to create a career success ecosystem /Darshini Render

PROJECT DESCRIPTION

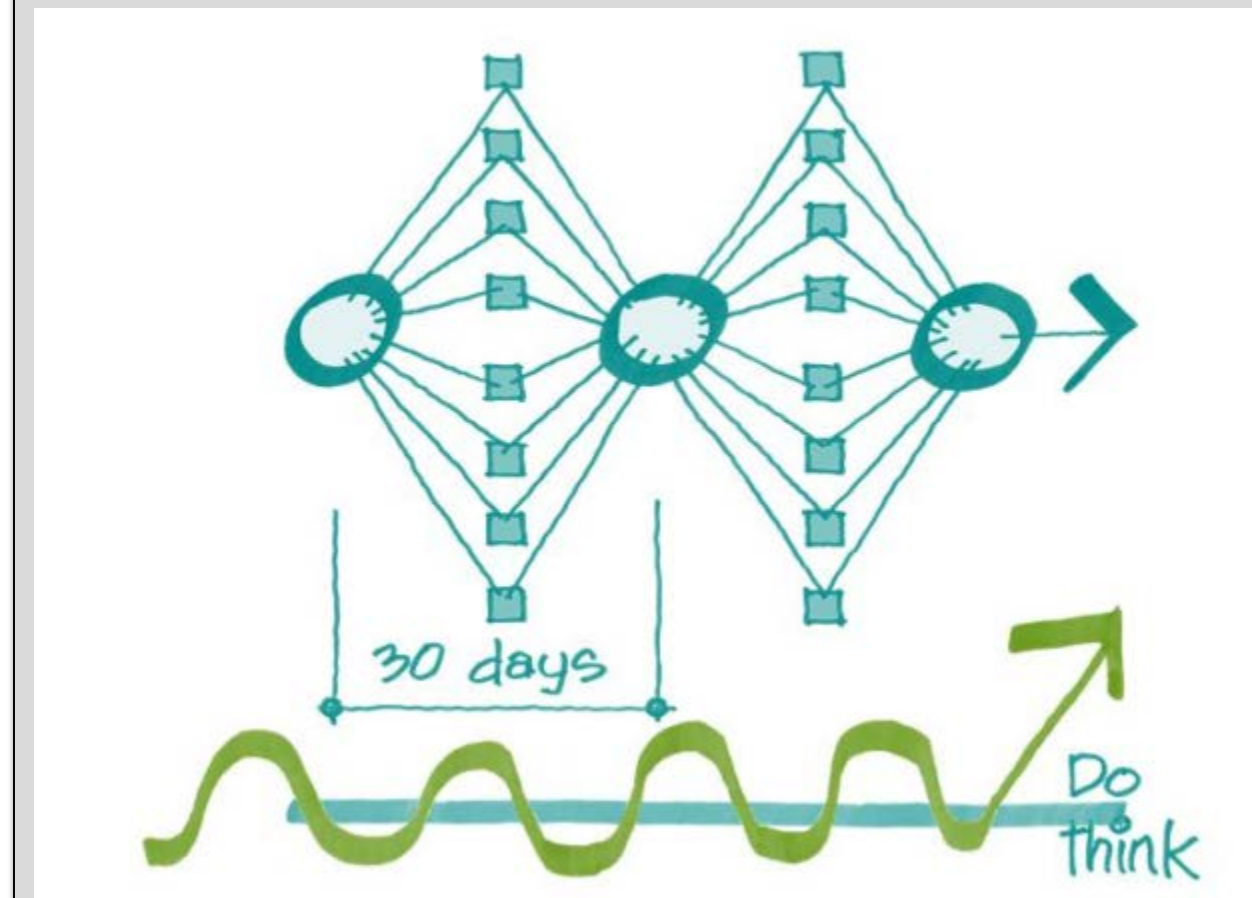
The goal of transforming *meeting* culture to *doing* culture is to link and leverage assets to create a career success ecosystem. In the process of *doing* the core leaders:

- Examine the types of career success support systems exist in the Big 10+ Engineering schools
- Study the gaps between the central career success unit (CCO) and the college/ schools of engineering
- Design pathfinder projects with shared leadership to address a framing question—

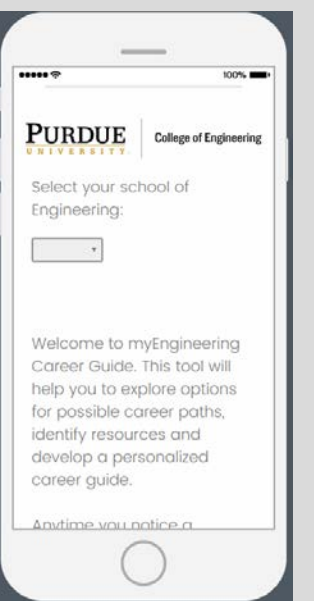
What would it look like if Purdue engineering had the most innovative nationally and internationally recognized career success support system?

PROJECT ACTIONS STRATEGIC DOING ACTION PLAN 1.0

Divergent and Convergent Thinking:
30/30 commitment drives learning



PATHFINDER	GUIDEPOSTS	BY WHEN
CoE ↔ CCO Gap Analysis	Crafting interview protocol: 1.1 doc/structure set up	1.1 JUL 11 th
	1.2 contributions to doc	1.2 JUL 18 th
	1.3 results sorted, structured	1.3 JUL 20 th
	1.4 draft of protocol reviewed, finalized	1.4 AUG 6 th (30-day @ 11:00 AM)
	Interviews conducted	SEP 14 th (60-day @ 10:00 AM)
	Results refined, synthesized	OCT 1 st (90-day @ 11:00 AM)
	CCO proposal drafting and finalizing	OCT 9 th
Customizable Career Guide	Associate Dean proposal drafting and finalizing	OCT 16 th
	CCO proposal	OCT 26 th
	Associate Dean proposal	OCT 29 th
	Sample Works/Processes to Inspire Ideation	AUG 6 th (30-day @ 3:00 PM)
	Defining Framework & Populating Resources and Criteria	SEP 4 th (60-day @ 3:30 PM)
	Iterating Structure and Crafting Research-related Sample, with School-Specific Content for Categories	OCT 9 th (90-day @ 3:30 PM)
	Refining Prototype	OCT 11 th
Demoing and Further Refining	OCT 17 th	
Final Pre-proposal Feedback & Refining	OCT 22 nd	
Associate Dean proposal	OCT 29 th	



Shared Leadership: Mary Pilotte (IDE/MDE), Julia King (ME), Sarah Allard (AAE), Beth Holloway (COE/WIEP), Rose Xu (CCO) Dave Kotterman (IE), Corey Linkel (BME), Lori Pence (COE), Leigh Fabries (ECE), Nathan Engelberth (ABE), Kathy Heath (CE), Nancy Vestal (NE), Caryn Morgan (Ch.E), Isabel Jimenez (FYE), Jon Mrozinski (COE), Will Gwin (COE Web Communications), Darshini Render (COE).

METHODOLOGY

Guiding the Conversation

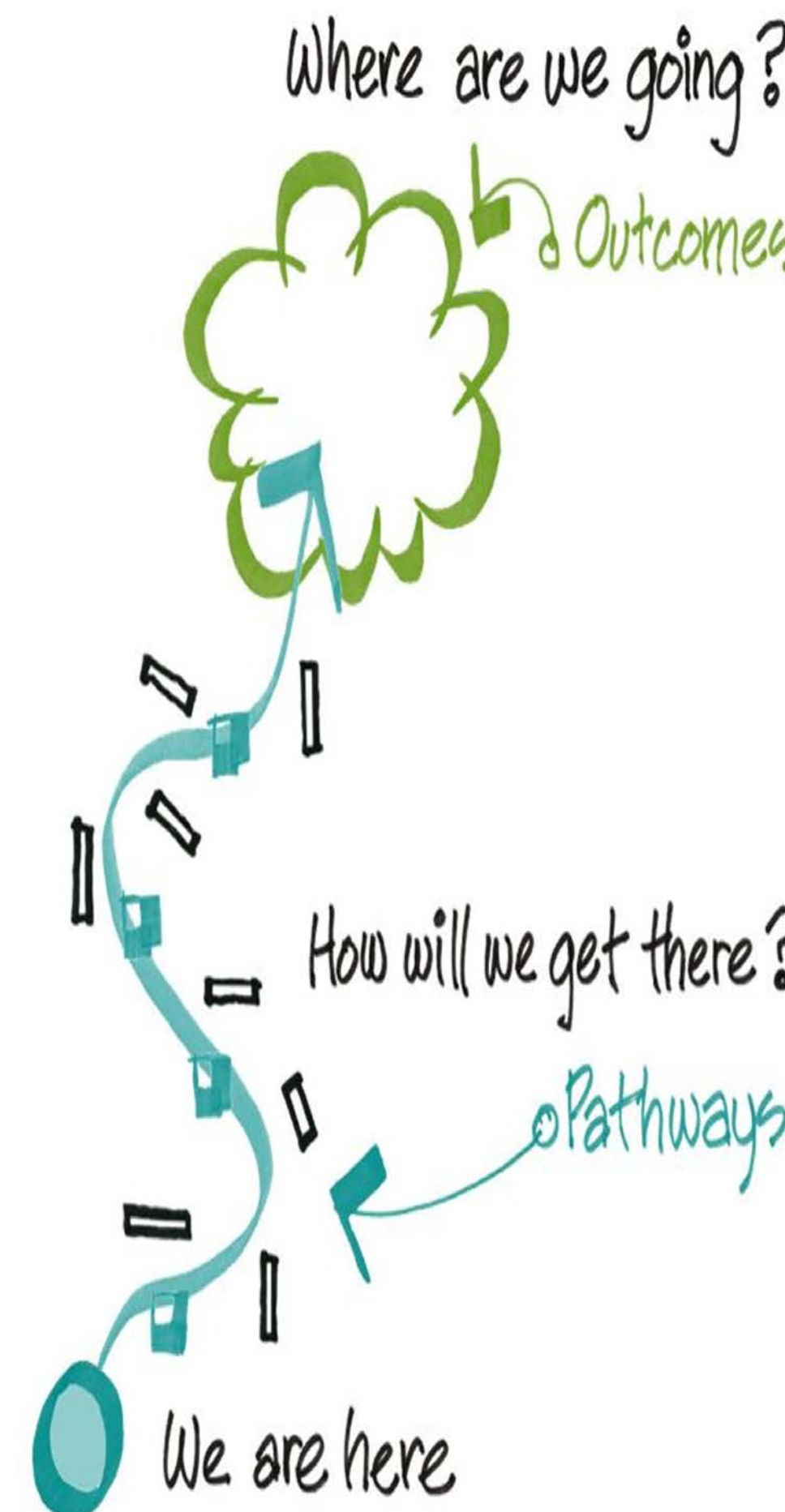


Strategic Doing™
Do More Together.

The 10 Rules of Strategic Doing

- Create and maintain a safe space for deep, focused conversations
- Frame a conversation around an appreciative question
- Uncover hidden assets that people are willing to share
- Link and leverage your assets to create new opportunities
- Rank all your opportunities to find your "Big Easy"
- Convert your Big Easy into an outcome with measurable characteristics
- Define at least one Pathfinder Project with guideposts
- Draft a short-term section plan with everyone taking a small step
- Set a 30/30 meeting to review progress
- Nudge, connect and promote relentlessly to build your new habits of collaboration

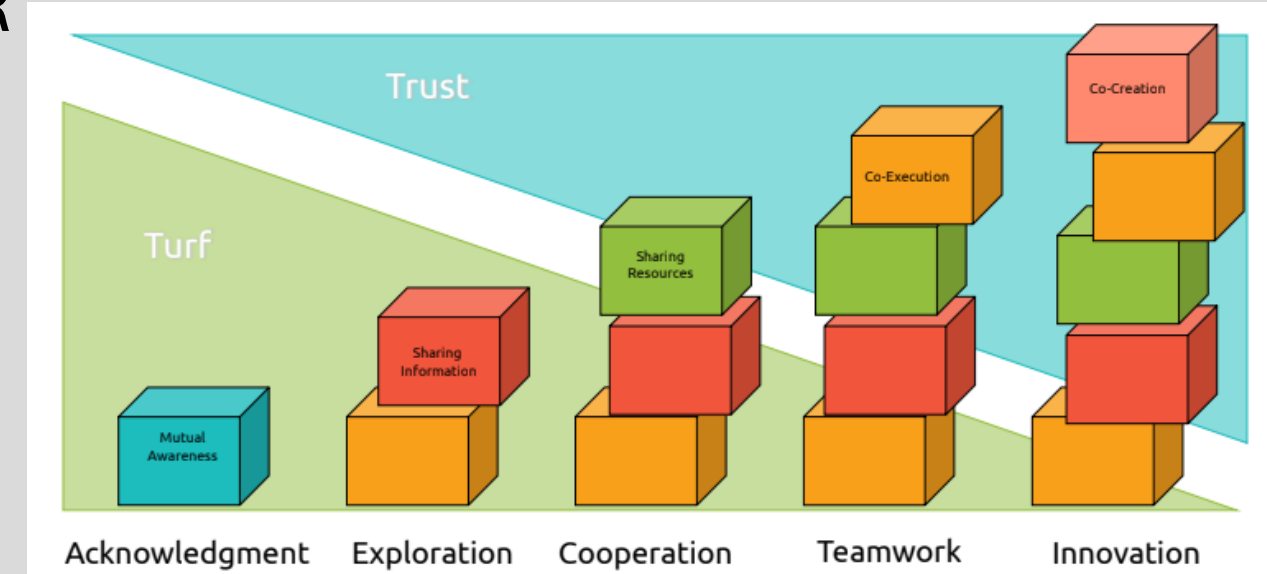
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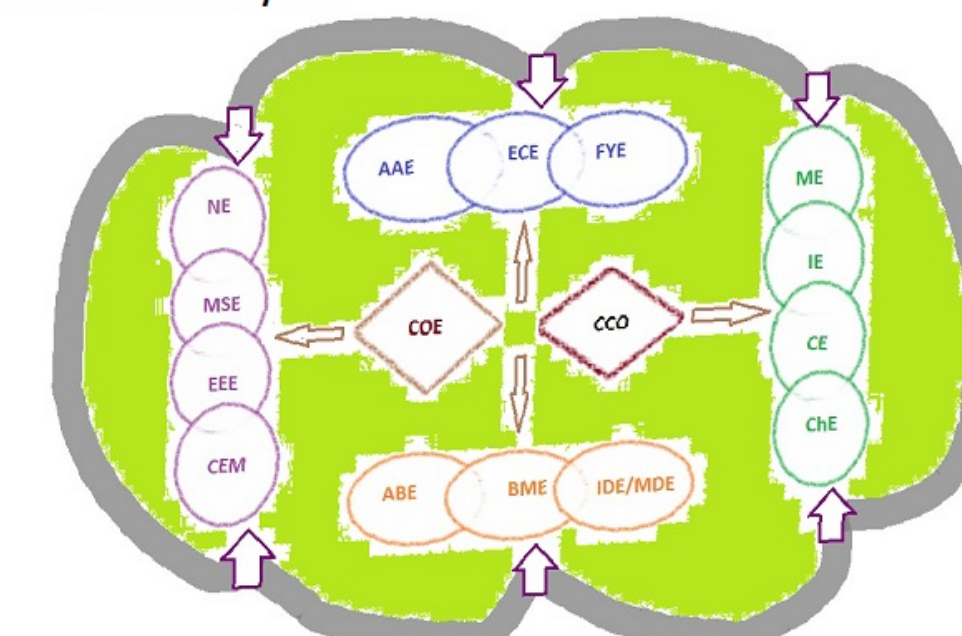
LESSONS & FUTURE STEPS

LESSONS: COLLABORATIVE BEHAVIOR

1. Growing trust with new networks takes time.
2. 60-90 day guideposts help participants test key assumptions (endpoint for a "go / or no go") i.e. post 90 day group learned that Career Guide is not the big easy any



Career Success Ecosystem



FUTURE STEPS: STRATEGIC DOING 2.0

1. Address user profile needs : CCO/ENGR Focus Discussions (on-going).
2. Design Pathfinders.
3. Experiment, adapt and relentlessly create a culture of *doing*.
4. Engage with ENGR CORE leaders to address the gaps.