The Legacy Year: Being the Driver of Your Organizational Culture

Engage West LDI – February 16, 2018 – 9:00 a.m. – 2:30 p.m.

To be the best comprehensive university in America—sought after as the best place to work, learn, and succeed—we must foster an environment where our differences and similarities are celebrated. In order to be effective leaders we must inspire and motivate others to perform to their full potential. Today’s LDI will focus on the link between diversity and leadership effectiveness. As we continue to develop our leadership skills to impact the people we lead, and further align our organizational outcomes—from the individual to the unit to the division to the institution—we must be aware of and continually improve our “micro-messages that inform where they fit-in and how through these messages we drive commitment and performance.” In this, the fourth year of Engage West! the Legacy Year, sustainability and continued progress toward our stated goals will be reflected in our behaviors and thus hardened and fully adopted into our processes, expectations of excellence, and accountability. To achieve these goals we must become knowledgeable about the ways that our actions directly affect our own and others’ performance.

Goals of the LDI:

1. To define the concept of “microinequities” and how we may be unknowingly sending these messages across our divisions and cultures.
2. To lead and communicate inclusively, inspiring top performance and commitment from all.
3. To incorporate and align these skills into developing and communicating our institutional, divisional, and unit goals.
4. To embed diversity and inclusion values into existing institutional, divisional, and unit goals.

Agenda:

9:00 a.m. Goals of the day Kyle Marrero
9:15 a.m. Microinequities: The Power of Small Stephen Young
10:45 a.m. Break
11:00 a.m. Microinequities: The Power of Small (cont’d) Stephen Young
12:15 p.m. LUNCH
1:00 p.m. UWG Diversity and Inclusion – Aligning Our Goals Yves-Rose Porcena
2:25 p.m. Closing & CMG Assignment Kyle Marrero