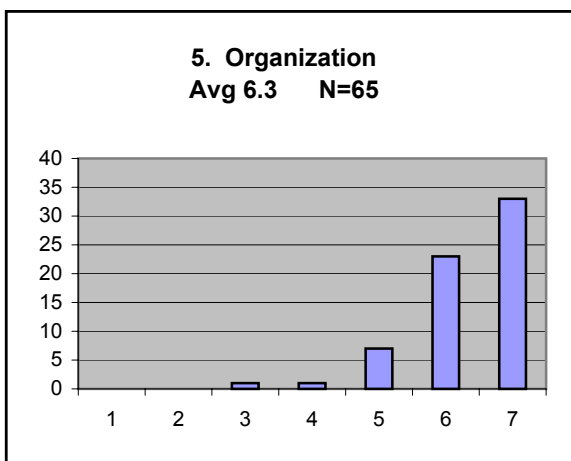
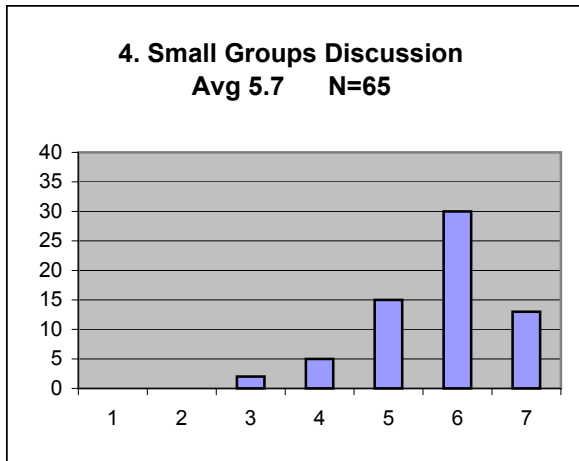
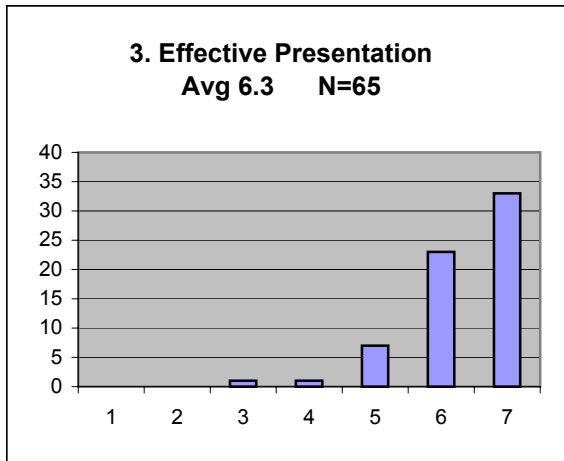
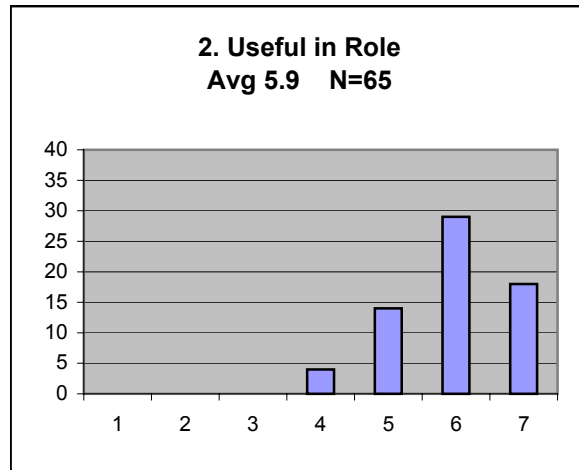
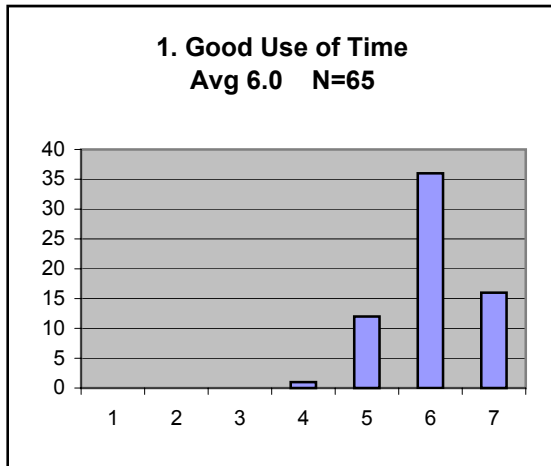


Leader's Forum - April 1, 2005

Summary of Evaluations



General comments about the meeting:

- Dr. Porter-O'Grady's presentation was more focused than at the staff conference
- Very realistic assessment from Tim
- Engaging presentation - very insightful & accurate picture of Western
- Could have talked longer at our tables
- Start at 12:00 or 12:30
- I pulled many interesting ideas that will frame the work I do with my staff
- Tim is engaging and clearly understands the roots of our challenges
- Open agenda is good ('Talk about what stood out for you.')
- Good discussion but we had very few people at our table
- Too much noise in the room made discussion difficult

Key learnings from the session...

- We need a way to recognize the points of convergence / interdependence / conjunction among faculty & staff"
- Our staff are a direct reflection of our leadership
- Community Spirit and Partnership - Faculty/Admin/Students
- Not all communication is helpful
- Reminder of University Mission
- Development opportunities
- We need to build bridges between Faculty and Administration
- Don't lose hope
- The issue is not how well you do rather did the job make a difference
- Information is only useful if it actually used
- People are excited to share their success...but how do we do it?
- Just Do It
- Development requires action and progress
- We may be spending too much time sharing information about information
- Being busy, busy is not necessarily good
- Listening
- The need to be part of a team environment
- Ideas for specific interaction with staff
- Meeting to make a difference
- The continuance of this process is real and positive...we are making progress
- Culture at Western is getting better
- Reinforcement for my determination to find some common language in my work environment
- An understanding of the types of changes that have occurred over the last 5 years
- Change has occurred but more needs to be done
- Our staff are the picture of you
- Active listening
- Communication needs to be meaningful to individuals and their jobs...not your own
- Importance of consistency, role models, personal conduct & accountability

Suggestions for future discussions...

- Need an exercise on how to conduct "action oriented / outcome - focused meetings"
- Share our successes from across campus
- What to do with underperformers when there is an end to development potential
- Make the 'Student Experience' central to everything we do
- How can we contribute to solving the Faculty/Admin dilemma
- Organize sessions to include front line managers
- Involve UWOFA in the process
- Follow up on 'Next Steps' by beginning each meeting with update from last meeting
- Provide LET experience to all staff members
- Implementation of Goals, Strategies and Milestones
- Get more Faculty to the sessions
- Tools to do the job - Support mechanisms - Labor/Management