Leadership Council
November 20, 2013
Notes from the World Café

• New staff: where are the resources?
  • Onboarding
  • Payroll/HR
  • University Experience

• Communication
  • More Quality, less quantity
  • Too much all at once, information overload
  • Happenings → too frequent
  • Push and pull
  • Who is the best messenger? Happenings? Announcements? Etc.
    ▪ Cons: Too many forms of communication
  • Example: Library has a good form of communication
  • Different departments coming together to send out a message
  • Is there a website/common place to gather information
  • Desire to know everything is not always necessary
  • UC Merced LinkedIn, only for staff
  • Technology is not always our friend
    ▪ Face to face is getting lost
  • Pick up your phone, emails only get people so far…
  • How do we get people to care and not opt out (happenings)
  • Departments should have a public info officer to share information to other departments.
    ▪ Who should be the point person for different departments?
    ▪ How do we gather different perspectives
  • Rapid change → Risk taking → Errors
    ▪ When errors occur, we must be nimble

• Collaboration & Cooperation
  • More café groups, forces people from different departments to work together
  • Pointless meetings, this occurs often in many departments
    ▪ Manage meetings better
    ▪ Possibly training?
  • Cooperation leads to collaboration
  • Instill a campus wide system that recognizes and rewards collaboration
  • Sometimes separation is a luxury
  • Culture of control hinders collaboration, culture of services enhances collaboration
  • Approachable culture, what is our shared vision?
  • Space and time
  • “So what….” We talk about these issues, how do we act upon them?
  • Concept of trust in the process