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# COACHE Team Configuration

September 16, 2022

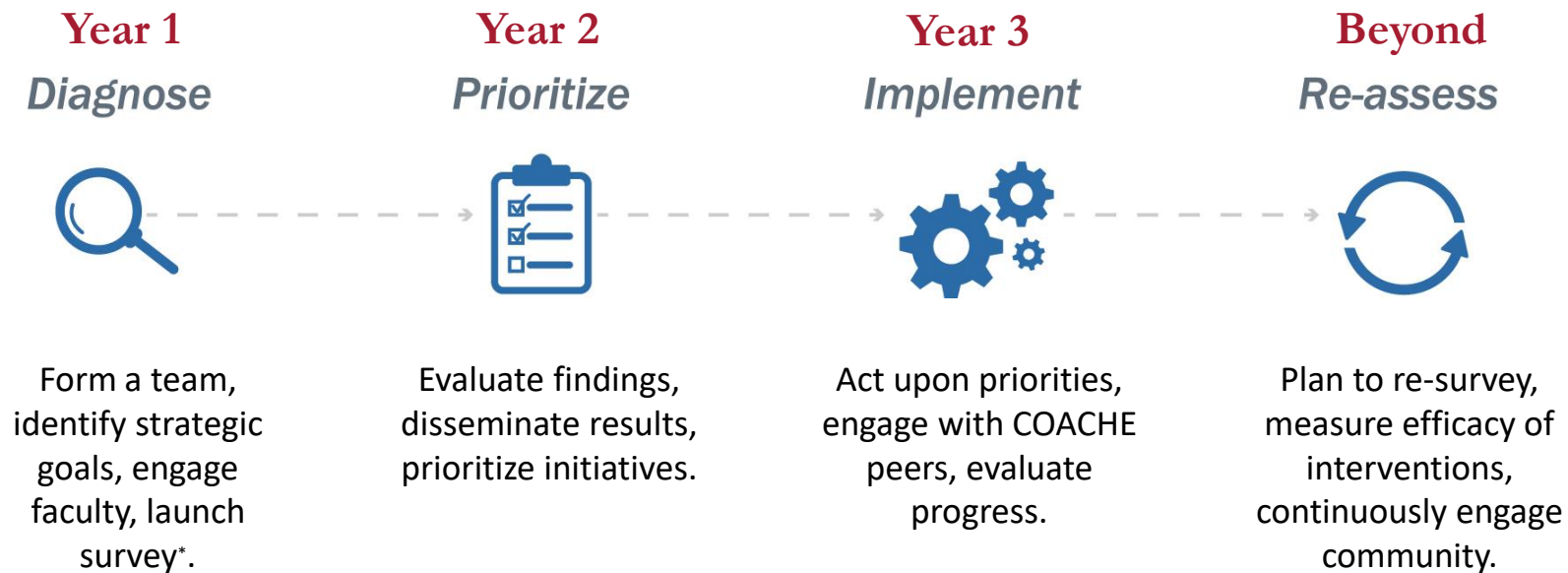
# Our Plans for Your Time With Us:



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- Learn about the value of COACHE Teams
- Consider a list of the skills that are particularly important when implementing the COACHE process
- Begin mapping the skills to members of your team and identifying the gaps

# Consider Your Current Placement in the COACHE Process:



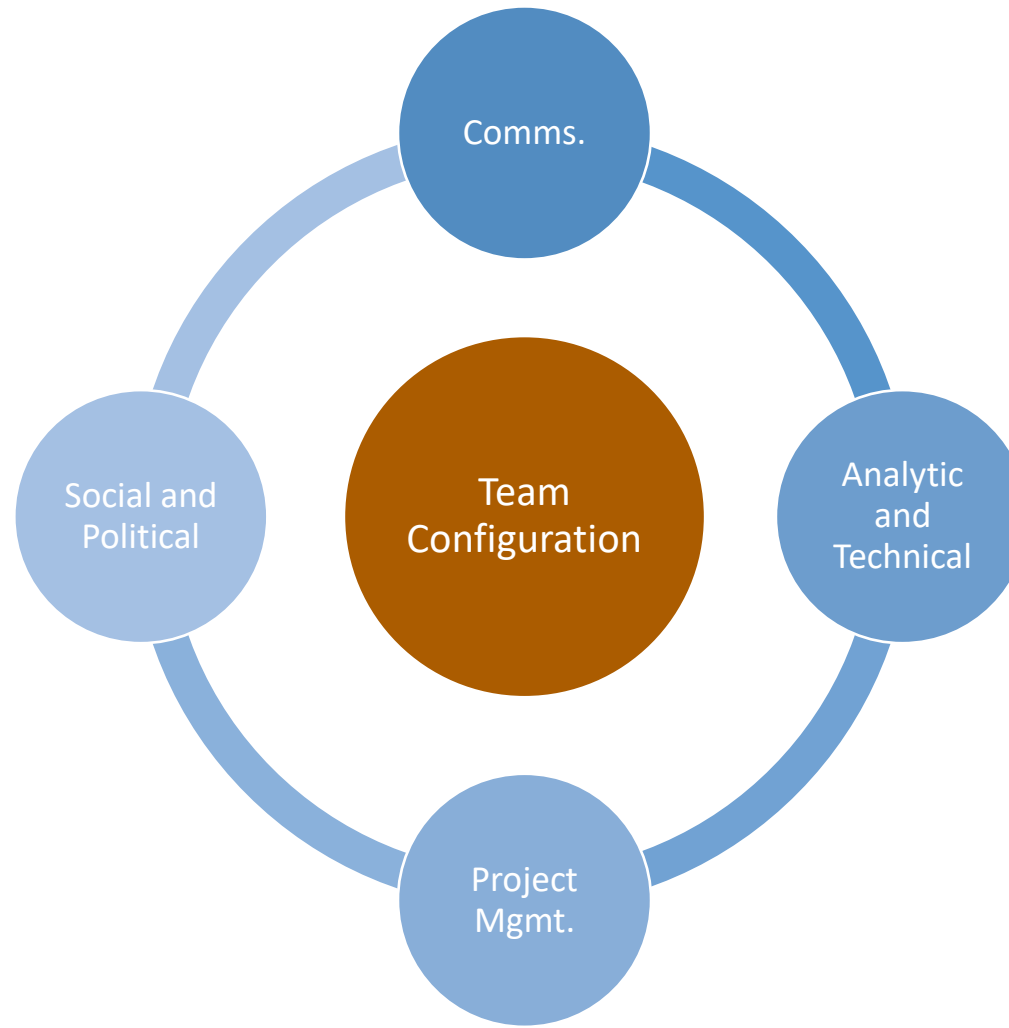
# Why Do Teams Matter?



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- Distributed leadership
- No one is an expert at everything
- Inclusivity builds trust and credibility
- Succession planning

# Team Configuration:



# Team Capacities:

## Technical and Analytic Skills

- Custom question design
- Qualitative and quantitative data analysis
- Higher education scholars
- Specialists in other workplace issues (DEI, workplace bullying, group dynamics)
- Small and large group facilitators/moderators

## Project Management

- Long term strategic planning
- Tracking and documenting steps (What did we do? What do we plan to do next?)

# Team Capacities:



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## Communication Skills

Generalists:

- Who can assist with the development of a comprehensive communication plan?
- Familiarity with the array of communications modalities at your institution

Specialists:

- Who can construct tight clean messaging that carries across constituent groups?
- Technical skills for implementing communication planning (e.g. copywriting, web site development, design services, promotional materials, etc.)

## Social and Political Skills/Capital

Who has access to and the respect of your faculty? Who do your faculty trust?

Are there particular audiences that will be resistant to the process and/or the findings?  
Who can reach out

Who can present complex and sometimes divisive issues in a constructive way?

# Pinch Hitters:

- Short-term problem solvers
- Specific skills
- Clear and delineated requests and timelines



# Considering Your Team:



Each group will be assigned to discuss the four capacities from one of the four assigned categories.

Who do you have on your current team that fills the category your group has been assigned.?  
If you don't have a team yet, what types of people would you add to fulfill those needs?

If you have time, think across the entire team and discuss the types of skills you might need to fill with a pinch hitter?  
Who might you tap to fill those needs?

# Large Group Discussion



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- What did your group discuss about the importance of these skills for the upcoming work?
- Were there differences between teams in year 1 and year 2?
- What types of skills

# UPCOMING EVENTS:



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## Illinois State University COACHE Communication Plan Presentation

**DATE:** September 23, 2022

**TIME:** 1:00pm – 2:00pm

A key component to launching a successful and insightful survey is developing and executing a communication plan that engages faculty in a broader discussion of the academic workplace. This session will showcase Illinois State University's strategic approach to developing and launching their communication plan in advance of and during survey administration.

## Communicating Survey Results and Implementing Change with Baylor University

**DATE:** October 14th, 2022

**TIME:** 1:00pm – 2:00pm

This session will be an overview of Baylor University's process for disseminating survey results and engaging with their stakeholders. This session will offer the opportunity to explore how results can be presented to drive faculty engagement in the analysis of results.

# Contact Us

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