

## **Dori Hooker - Retreat scheduled for Dec 18 & 19**

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**From:** Douglas Baker (Dori Hooker)  
**To:** Deans Provost Staff ; Senior Cabinet  
**Date:** 12/19/2013  
**Time:** 8:00 AM - 4:30 PM  
**Subject:** Retreat scheduled for Dec 18 & 19  
**Place:** University Suite, Holmes Student Center  
**BC:** Debra Benson; Dori Hooker; Magaly d. Rodriguez; Rene Rodriguez

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**Sr. Cabinet, Deans and Provost Staff:**

I have frequently talked about the need for ethically inspired leadership, a sustainable budget, and thriving communities to support our efforts toward student career success. To move forward quickly on these pillars we will need to transform the university. That pace and magnitude of change will be a challenge us to work in new ways that will, if not well managed, will be difficult to attain.

There is a strong desire at NIU to be a stronger, thriving institution. We have much to build on with many high profile successes. Yet, change will be met with resistance in some cases. We, as leaders of the university, need to create an environment where we can take on change in positive and productive ways. That approach and those skills need to be build throughout the institution so that we continue to build on our positive momentum. If we take on this challenge in the right way it will release more positive energy and accelerate our progress.

The goal of the coming retreat is to build communication and change skills through a highly interactive workshop. It begins by exploring practical understandings about how the brain works, offers effective communication tools and proven ways to manage change in complex environments. You will be introduced to many engagement tools that make learning and problem solving easier. We will have a chance to test the approaches by applying them to current issues facing our organization and our team. Lets assess these tools and see if they might be useful across other levels at NIU in facilitating change.

Some possible outcomes of this session are:

- o Enhanced awareness of key strategies for engagement and enhancing our group's "change intelligence"
- o Exposure to proven tools for leading change initiatives
- o Stronger sense of connection to one another
- o Problem solving and prevention of conflict
- o Integration of new leadership team members
- o Pooling our group knowledge about change and communication
- o A determination about whether the Volentum approach to change and growth fits our leadership style and organization

We will not be able to address and resolve all of our major issues in this two day workshop, but do suspect that we will leave the experience feelings excited about our collective capacity to shape a bright future.

- **Dates: December 18 and 19**
- **Location for Workshop: University Suite, Holmes Student Center, 2nd floor**
- **Time: 8:00 AM - 4:30 PM both days**

In preparation for the workshop, one of the partners from Volentum (Magaly or Rene Rodriguez) may be calling you individually to answer any questions you may have about the upcoming session. I look forward to working with you at this retreat.

Doug