

TRANSITIONS

Re-Emergence: Development of a Short-Term Plan Forward



Session Purpose: Reinvest in team's short-term future through exploring the variables of commitment, challenge and empowerment.

Session Overview: How do teams re-emerge from summer to move forward? This session is designed to revisit the foundation of the team (purpose and values), while recognizing the need to move forward by learning from the experience.

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Commitment- a shared responsibility to honor purpose and values of the team.

| Questions: | Notes: |
|---|---------------|
| Select one or more of the following questions: What is our purpose at CSU? Why do we do the work we do? What inspires our team to do our work? | |
| What are our values? How do we demonstrate the actualization of our values/and or Principles of Community? | |
| How have we honored our purpose and values during this difficult time? How could we honor our purpose and values during this period of transition? | |

Challenge- seeing the future as challenge, not a paralyzing event.

| Questions: | Notes: |
|---|---------------|
| What did you have to let go off when the campus transitioned to primarily remote? What did you learn during this period? | |
| What will you have to let go off now that you have returned to campus? | |
| Looking at the time working remote/or essential staff working on campus, did you make changes to how you performed your job? How? Should the changes you made continue? Why? | |

Team Empowerment – to focus energy on opportunities and responsibilities where the team has control.

| Questions: | Notes: |
|--|---------------|
| What is within our control as a team? | |
| Looking at the list, what activities/responsibilities align with our purpose and values? | |

Next Steps: Moving your team forward

| Questions: | Notes: |
|---|---------------|
| What would our short-term plan look like? | |
| Development of plan. | |