

Preparing for Change: Creating Professional Development Opportunities

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Preparing for Change

- Noel-Levitz Student Retention Conference

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Keynote speaker: Ed Barlow

Futurist

Creating the Future, Inc.

www.creatingthefuture.com

21st Century Competencies

Preparing for Change

- “When the rate of change on the outside exceeds the rate of change on the inside, the end is in sight.”

Jack Welch, CEO General Electric

- “If you do not think about the future, you cannot have one.”

John Galsworthy, Nobel prize-winning author

What makes us in higher education more resistant to change as compared to business?

Are we more resistant to change than than the business community?

Why?

Preparing for Change

- Why should we be more open to change?

- Continuum of Change

Manufacturing: 70% of today's manufactured goods will be obsolete in 6 years.
Industry Week, May 2005.

- Human knowledge is expected to be doubling every year by the year 2012.
Toffler, Alvin, "Communications Revolution Just Waiting to Happen"
www.indiainfoline.com January 25, 2002

- 2006 – technical information doubled every two weeks;

2010 – technical information will double every 72 hours

Windows on the Future" by Ian Jakes & Ted McCain, June 2004

Preparing for Change

To contribute to an educated society:

- To recruit a diverse student body
- To enhance student retention
- To graduate students academically ready to meet the needs of society
- To graduate students psycho-socially ready to be contributing members of society

Preparing for Change

It is all about attitude...

- You can prepare for change or be forced to react to it.
- The Chinese character for change also represents opportunity.
- You can control your destiny or be controlled by others.

Fun read: *Who Moved My Cheese?* By Spencer Johnson

Competencies

- Barlow presented eight competency areas that will help us be prepared for future change
- Economic
- Global
- Environmental
- Science and Technology
- Demographics
- Organization
- Human Resources

Competencies

- Economic

 - Financial planning and management

 - Multiple job management

 - Social entrepreneurship and volunteerism

- Global

 - Population growth, migration, religions

 - International economics and currencies

 - Language and culture (art, music, literature)

 - Tier 1: English, Spanish, Mandarin Chinese,
Arabic

 - Tier 2: Japanese, German, French, Latin

Competencies

- Environment

 - Earth systems and climate

 - Natural resources – water, fuels, minerals, land

 - Sustainable development

- Science and Technology

 - Applied math and science

 - Molecular science – biology, life, nano

 - Advanced materials – robotics

 - Information technology – virtual, digital, AI

Competencies

- Demographics

 - Population growth, migration

 - Diversity – ethnic, generational, religious, gender

 - Intra/Interpersonal communications

 - Culture: art, music, literature

- Organization

 - Self-sufficiency and entrepreneurship

 - Accountability and business ethics

 - Creativity and innovation

 - Leadership – coaching, mentoring, servant

 - Customer service

Competencies

- Human Resources

Lifelong learning

Career exploration and development

Communication – oral, written, verbal, virtual

Health and wellness

Emotional intelligence

Managing change through professional development

- “The Daily News”
- Strategic issues
- Professional Portfolio

The Daily News

- Create a Desktop that opens when you start your computer or when you start your internet browser
- In your browser, set tabs with links to pertinent information. Think about what you need to know and how you can get the information on a regular basis.
- Links may include:
 - A major newspaper
 - Chronicle of Higher Education
 - CEOExpress.com
 - InsideHigherEd.com
 - Others?

Strategic Issues

Long term issues for the world, country, state, institution, Division, and field

Engage in Environmental Scanning: gathering, analyzing, and dispensing information for planning

- State and University Strategic plan
- AAC&U documents
- NASPA Leadership Exchange
- Appropriate Journals and books

Consider a SWOT for your unit or Division

Professional Portfolio

- Keep your goals aligned with what you believe the future may bring and be prepared!
- Set clear professional learning outcomes:
 - Identify and focus on your strengths
 - Consider what you learn through your daily and strategic review of current events
 - Consider the direction of your current field
 - Consider areas for which you might want to learn more about within your field.
 - Consider other fields you might want to explore.
- Determine action items to work towards meeting your learning outcomes.

What's next

For Ourselves:

- What else can we do as University professionals to stay current in our field and in these competency areas?

For Students:

- What can we do as University professionals to help prepare **students** for the future?
- Based on the competencies shared, how can/should we be educating students?