

Session Reflection Questions

Mandates Don't Change Mindsets:

Leveraging Existing Structures to Promote Systemic Change

Consider Kotter's Accelerators for Change model and your own institution as you reflect on these questions.

Reflection question 1: How have you (or how can you) establish a sense of urgency at your institution?

Consider Kotter's Accelerator: Create a Sense of Urgency. Consider how legal observations, risk mitigation, the institutional strategic plan, enrollment goals, or other levers might get different audiences at your institution to see this work as urgent.

Reflection question 2: Who are possible allies and collaborators that you can invite to be a part of your guiding coalition?

Consider Kotter's Accelerators: Build a Guiding Coalition and Enlist a Volunteer Army. Consider who you already work well with, colleagues that share similar interests/goals and/or who you may need to build new relationships to move this work forward.

Reflection question 3: How can you align your vision and strategy with your institutional mission?

Consider Kotter's Accelerator: Form a Strategic Vision. Describe the future reality you are striving for and how that aligns with the institution's mission and strategic plan. Consider what resources will need to be allocated to make this future a reality.

Reflection question 4: How can this work be codified at your institution to sustain engagement and make sure it "sticks"?

Consider Kotter's Accelerators: Sustain Acceleration and Institute Change. Consider incentive structures, shared governance, institutional policy, and the role of professional development.