Organizational Excellence (OE) Workgroup Kick-off
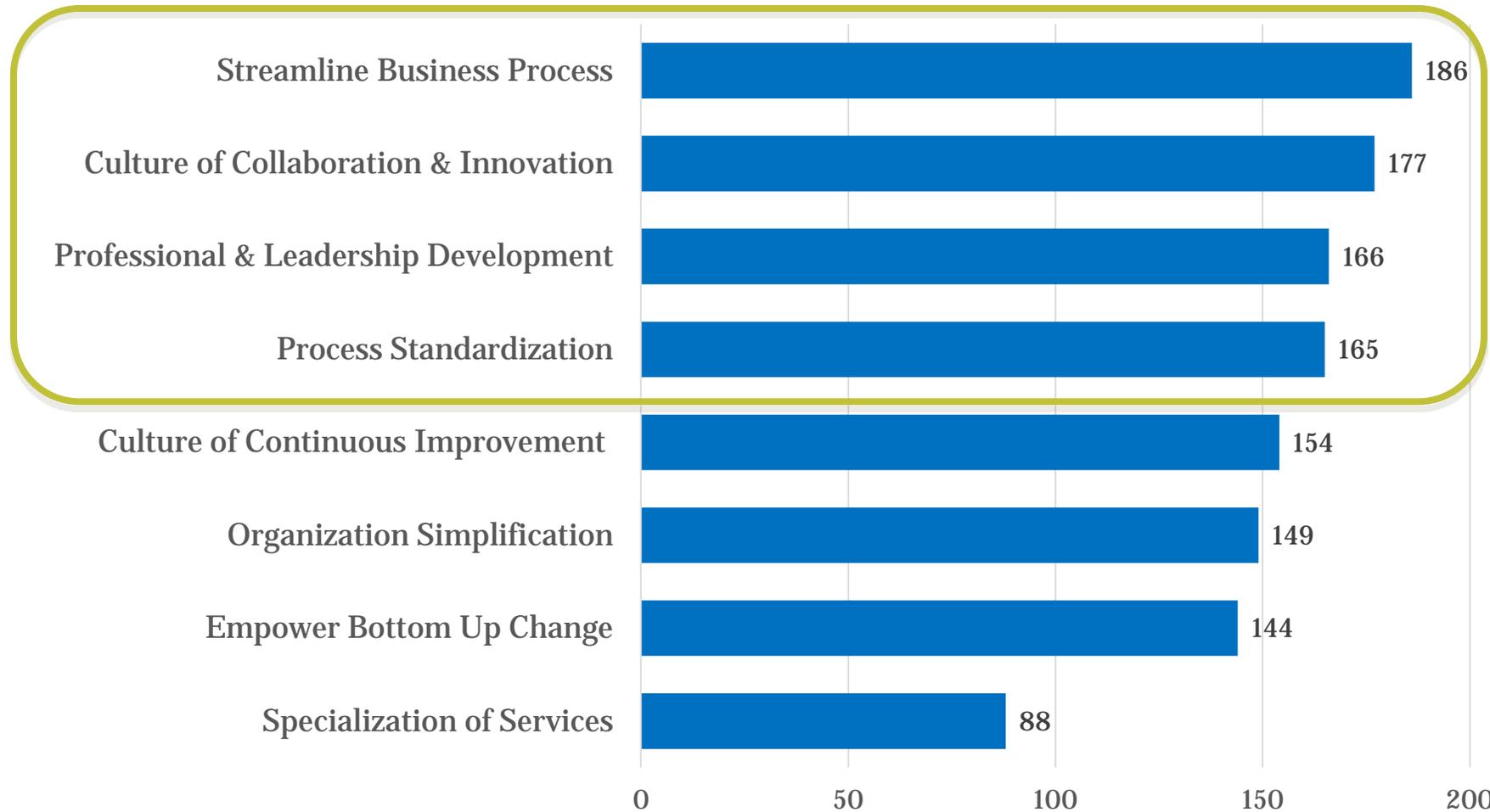
July 9th, 2015

Agenda

- Prioritized OE Outcomes

- OE Workgroup Mission

- Capability Development

- Building Subject Matter Knowledge

- Timeline

- Report Outline

- OE Workgroup Structure

- Workgroup Activities

- Next Steps

Prioritized OE Outcomes

The votes are in on what Organizational Excellence areas should be prioritized campus wide.

Outcome	Votes
Streamline Business Process	186
Culture of Collaboration & Innovation	177
Professional & Leadership Development	166
Process Standardization	165
Culture of Continuous Improvement	154
Organization Simplification	149
Empower Bottom Up Change	144
Specialization of Services	88

OE Workgroup Mission

Our workgroups have the unique opportunity to work together in breaking down barriers and incorporating organizational excellence on campus.

Mission	To explore the attributes of your workgroup's selected OE outcome that are applicable to UCR, and define a recommended approach for adoption.
Approach	Our workgroups will embark on a self learning endeavor to reinforce our knowledge on a specific OE outcome through professional development training in order to execute on our mission.
Outcome	A written report on the development framework, analysis and recommendations on the attributes of the OE outcome and suggested path(s) for its adoption.

Capability Development

The Leadership team is invested in supporting the activities required to make UCR a pre-eminent research university.

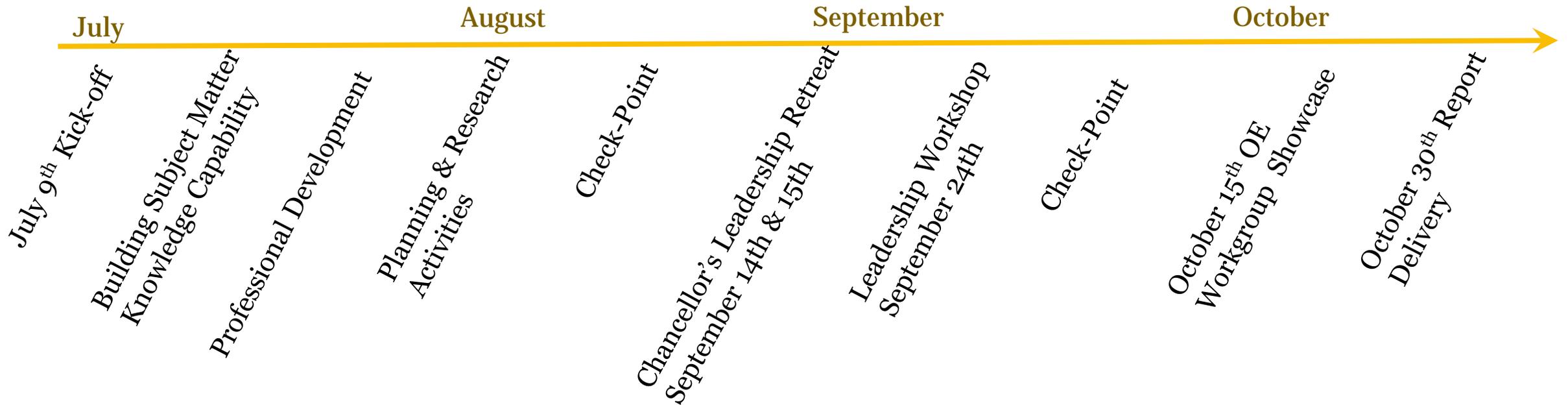|	
Subject Matter Knowledge	• Articles • Books • Group discussions • Internet and other resources
Role Based Professional Development	• Team building Workshop • Facilitation • Change Management • Managing Influence
Creating Time for OE	• Letters to supervisor from Maria and Ron

Building Subject Matter Knowledge

The following is a suggested list of reading to build subject matter knowledge for meaningful participation in the workgroups.

Streamline Business Process	• Lean Thinking • Own The Gap
Culture of Collaboration and Innovation	• Good To Great
Process Standardization	• The Toyota Way
Professional & Leadership Dev.	• Lean Thinking • Own The Gap

Timeline

Our goal is to show-case our achievements with our academic team at the September Leadership Retreat.

July   August   September   October

- July 9th Kick-off
- Building Subject Matter Knowledge Capability
- Professional Development
- Planning & Research Activities
- Check-Point
- Chancellor's Leadership Retreat September 14th & 15th
- Leadership Workshop September 24th
- Check-Point
- October 15th OE Workgroup Showcase
- October 30th Report Delivery

Report Outline

The report is envisioned to contain the following sections:

Executive Summary	Summarize the key points of the workgroup's OE Initiative report by defining what the research is, why it was conducted and the purpose of it in 2- 3 paragraphs.
Vision, Goals, & Objectives	Define the workgroup's the vision of the OE Initiative research, and outline the goals and objectives of the report.
Framework	Use the framework section to guide the research. It will define the elements that the report will measure, and the statistical relationships the report will evaluate to support the research.
Analysis	Provide a detailed examination and explanation of the elements that the report measures and define the structure of the workgroup 's OE initiative goals.
Recommendations	Provide recommendations on how to best achieve the goals of the OE initiative that your workgroup has been researching.
Proposed Plan	Provide a detailed plan outlining on how to implement the recommendations of your report to support the framework, vision, goals and objectives of your OE initiative.

Workgroup Temporary Structure

Together, we will define the structure that sets our workgroup up for success.

Professional & Leadership Development	Streamline Business Process	• Co-Chair: • Co-Chair: • Scribe: • Support:
	Culture of Collaboration and Innovation	• Co-Chair: • Co-Chair: • Scribe: • Support:
	Process Standardization	• Co-Chair: • Co-Chair: • Scribe: • Support:

Workgroup Activities

- **Connections Activity (10 minutes)**

- **Capabilities Activity (15 minutes)**
  - Ideas
  - Resources

- **Workgroup Structure Activity: (15 minutes)**
  - Co-Chairs, Scribe and other officers
  - First meeting date
  - Determine recurring meeting day and time.

Next Steps

Let's continue to create awareness about our OE initiative and invite people to join in the conversation.

- Sign-up/in to your preferred OE Workgroup

- Attend Workgroup Meetings

- Participate in building subject matter knowledge

- Lookout for information on professional development

- Broader communications to the campus

Appendix