IELOL 2020 Master Class

Welcome alumni and the IELOL 2020 cohort!

#IELOL#Leadership #OLCAccelerate
Facebook @OnlineLearningConsortium, Instagram @OnlineLearningConsortium, LinkedIn @OnlineLearningConsortium, Twitter @OLCToday and @UCFDigitalLearn
Welcome!

<table>
<thead>
<tr>
<th>Time (ET)</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 - 9:15 AM</td>
<td>Welcome</td>
</tr>
<tr>
<td>9:15 - 10:00 AM</td>
<td>Preparing for Emergencies while Bolstering Resilience</td>
</tr>
<tr>
<td>10:00 - 10:45 AM</td>
<td>Building Relationships and Influencing Change</td>
</tr>
<tr>
<td>10:45 - 11:00 AM</td>
<td>Break</td>
</tr>
<tr>
<td>11:00 - 11:45 AM</td>
<td>Financial Acumen</td>
</tr>
<tr>
<td>11:45 - 12:00 PM</td>
<td>Project Status Updates: Group Meeting with Faculty Mentors</td>
</tr>
<tr>
<td>12:00 - 1:00 PM</td>
<td>Break</td>
</tr>
</tbody>
</table>
Welcome!

<table>
<thead>
<tr>
<th>Time (ET)</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:00 - 1:45 PM</td>
<td>IELOL Faculty-led Small Group Breakouts</td>
</tr>
<tr>
<td>1:45 - 2:00 PM</td>
<td>Break</td>
</tr>
<tr>
<td>2:00 - 2:45 PM</td>
<td>IELOL Faculty-led Small Group Breakouts (Repeated)</td>
</tr>
<tr>
<td>2:45 - 3:00 PM</td>
<td>Break</td>
</tr>
<tr>
<td>3:00 - 3:45 PM</td>
<td>Career Pathways, Organizational/Aspirational Alignment, and Success Strategies</td>
</tr>
<tr>
<td>3:45 - 4:00 PM</td>
<td>IELOL Master Class Social</td>
</tr>
</tbody>
</table>
Preparing for Emergencies While Bolstering Resilience

Jason Rhode and Garvey Pyke
Level Setting: Where We Are Now

- Continual Emergency Planning
- Numerous Contingencies Under Consideration
- Significant fiscal challenges
Question for Conversation

What are the characteristics of a resilient leader?
Defining Resilience Differently

- Resilient as an institution
- Resilient as a unit
- Resilient as a program
- Resilient as a leader
- Resilient as a team
Question for Reflection / Conversation

How resilient were you before all that has transpired this year?
Embracing Change as a Headwind
Embracing Opportunities

- Overdue changes
- Silver linings
- Dreams
Care of Yourself and Your Team

● Focus on what is most important
● Remember our institutions exist to serve people...put people first
Questions for Reflection / Conversation

How are you doing now?

How are you caring for yourself and your team?
Go Outside the Box

- Relationships are Resources - leverage in new ways
- 3D chess in the environment you are in
Communication and Transparency

Recognize when you can and can’t share
Staying Nimble in a Dynamic Environment

● When you can’t form a committee and take a month to make a recommendation
● Decision-making on the fly - works in a high trust environment
● Present environment works against trust
Embrace the Moment

1. Don’t let the crisis go to waste
2. Be mindful of the moment
Getting Past Crisis Mode

● Crisis Management vs Crisis Recovery
● Surviving vs Thriving
Question for Reflection / Conversation

What could you do differently the next time you face an emergency?
Building Relationships and Influencing Change

Garvey Pyke and Karen Pedersen
Overview of Session:

I. Framing Our Discussion
II. Stakeholder Analysis & Management
III. Closing & Calls to Action
Framing Our Discussion

Four concepts frame our opening discussion:

1: Influence & Authority
2: Accounting for All the Stakeholders
3: Forest & Trees, Zoom In and Zoom Out
4: Time is a Finite Resource
Concept #1: Influence & Authority: “I have influence but not authority.”

- “Is it better to be loved or feared?”
- Can one truly exist without the other?
- You are exactly where you need to be (or are you?).
Framing Our Discussion

Concept #2: Accounting for All the Stakeholders

- Obvious Stakeholders
- The Usual Suspects / Frequent Flyers
- Hidden Stakeholders
  - Current Examples - Adaptive Learning Tech Staff, Large Course Redesign
Framing Our Discussion

Concept #3: Forest & Trees, Zoom In and Zoom Out

- Experienced leaders do both
- Down in the weeds operationally
- Stakeholder piece comes into view
Framing Our Discussion

https://www.youtube.com/watch?v=aBQfjYBhDq8 (Teibel Education Consulting, Inc.)
Concept #4: Time is a Finite Resource

- Some folks are active resisters
- May not need 80% of your time but need more than 0%
- Avoid baking failure into the project
- Your goal is to not win them over but keep their voice heard enough to be muted
- The case of the well-known bomb-hurler
Stakeholder Analysis and Management

Influence →

Power

High

Keep Satisfied

Manage Closely

Monitor (Minimum Effort)

Keep Informed

Interest

Low

High

Low

OLC Accelerate™
ACCELERATING ONLINE LEARNING WORLDWIDE
Activity

- Get out a piece of paper and a writing instrument
- Consider one project you are working on (maybe your IELOL project)
- Lay out your stakeholders in the four quadrants (influence/power vs. interest)
Stakeholder Analysis and Management

Ask yourself:

- Am I effectively managing each stakeholder?
- Is there something more I need to do?
Stakeholder Analysis and Management

Small Group Sharing

- Did you have an ‘a -ha’ moment doing this activity in light of the $\frac{1}{6}, \frac{2}{3}, \frac{1}{6}$ concept?
- In what ways can the 2 x 2 framework assist you in managing all stakeholders (e.g., obvious, usual suspects/frequent flyers, hidden)?
- How might the idea of stakeholder analysis and management impact future projects or initiatives?
Closing and Calls to Action

Building Relationships:

- There is not one set answer on this
- Think broadly about what being relational means
Closing and Calls to Action

1. Allies in the Room
   - Build allies in the meeting before the meeting
   - And in the meeting after the meeting
   - Nurture these relationships
2. The Ongoing Conversation

- Being able to pick up where you left off -- good with senior leaders and also others
- Not just picking up a topic but picking up the relationship (!)
  - Example w/ Provost, Example w/ new Dean
3. Building Your Network - Nurturing Relationships Across the Institution (and Beyond)

- You are in their network, too
- Can be transactional, but the relationship is genuine
- Trust (!)
- People are going to call you up to bring you into their initiatives
- Your network needs to be highly distributed so that if one spoke leaves, you still have a network
  - Example: a senior leader can’t be your single conduit to the world...the provost who hired you retires in three months after your arrival
4. Internal AND External Stakeholder Management

○ Depending on your role it may go back and forth
  ■ Examples: managing alumni boards (Karen); System office initiatives (Garvey)
○ Who are your external stakeholders and where do you fit in this?
5. Temporary Nature of Projects/Work: Focus on the Relationship

○ The relationship is what lasts and remains
Karen Pedersen:  karenpedersen@ksu.edu
Garvey Pyke:  J.G.Pyke@uncc.edu
Break Time (15 minutes)

#IELOL#Leadership #OLCAccelerate

Facebook @OnlineLearningConsortium, Instagram @OnlineLearningConsortium, LinkedIn @OnlineLearningConsortium, Twitter @OLCToday and @UCFDigitalLearn
Financial Acumen

Luke Dowden and Russ Poulin
Financial Acumen
Project Status Updates

IELOL 2020 Faculty
## Project Status Updates

<table>
<thead>
<tr>
<th>Mentor</th>
<th>Mentees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Angela Gunder</td>
<td>Bob Lindsay, Jason Drysdale, Peter Francis</td>
</tr>
<tr>
<td>2 Amanda Major</td>
<td>Adrianna Sherman, Carmin Chan, Chantae Recasner, Michael Jolley</td>
</tr>
<tr>
<td>3 Jason Rhode</td>
<td>Beverly Araujo Dawson, Cole McFarren, Francesco &quot;Frank&quot; Crocco, Gabriela Alvarez, Joseph Evanick, Roslyn Miller</td>
</tr>
<tr>
<td>4 Shubha Kashyap</td>
<td>Kasey Ford, Katherine &quot;Kat&quot; Fisne, Katie Schuster, Olysha Magruder, Rohan Jowallah</td>
</tr>
<tr>
<td>5 Russ Poulin</td>
<td>Hope Nordstrom, Karen Tinsley-Kim, Matthew Pittman, Sheila Witherspoon, Dustin Berlin</td>
</tr>
<tr>
<td>6 Garvey Pyke</td>
<td>Matthew Vick, Elisabeth Stucklen, Elizabeth Pearsall, Trudian &quot;Trudy&quot; TrailConstant</td>
</tr>
<tr>
<td>7 Carl Moore</td>
<td>Jacob Bates, Cheryl Dowd, Margaret Murphy, Melony Shemberger</td>
</tr>
<tr>
<td>8 Karen Pedersen</td>
<td>Andria Carpenter, Georgianna Laws, Nancy Ludwig, Nicole Hudson</td>
</tr>
<tr>
<td>9 Luke Dowden</td>
<td>Kerlene King, Andrea JonesDavis, Ann Lee Burch, Kristin Ziska Strange</td>
</tr>
</tbody>
</table>
Break Time (1 hour)

#IELOL#Leadership #OLCAccelerate

Facebook @OnlineLearningConsortium, Instagram @OnlineLearningConsortium, LinkedIn @OnlineLearningConsortium, Twitter @OLCToday and @UCFDigitalLearn
IELOL Faculty-led Small Group Breakouts

Carl Moore, Karen Pedersen, Russ Poulin, Luke Dowden, Shubha Kashyap, Jason Rhode, Paloma Rafferty, Amanda Major, and Angela Gunder
IELOL Faculty-led Small Group Breakouts

Topic choices are:

1. Silver Linings: Leveraging your Digital Power and Success during a Pandemic (Shubha Kashyap)
2. Inclusivity (Carl Moore and Luke Dowden)
3. Futurecasting (Russ Poulin and Karen Pedersen)
4. Virtual Team Management (Amanda Major and Paloma Rafferty)
5. Emerging Models for Instructional Design and Faculty Development (Angela Gunder)
Break Time (15 minutes)

#IELOL#Leadership #OLCAccelerate

Facebook @OnlineLearningConsortium, Instagram @OnlineLearningConsortium, LinkedIn @OnlineLearningConsortium, Twitter @OLCToday and @UCFDigitalLearn
IELOL Faculty-led Small Group Breakouts (Repeated)

Carl Moore, Karen Pedersen, Russ Poulin, Luke Dowden, Shubha Kashyap, Jason Rhode, Paloma Rafferty, Amanda Major, and Angela Gunder
IELOL Faculty-led Small Group Breakouts

Topic choices are:

1. Silver Linings: Leveraging your Digital Power and Success during a Pandemic (Shubha Kashyap)
2. Inclusivity (Carl Moore and Luke Dowden)
3. Futurecasting (Russ Poulin and Karen Pedersen)
4. Virtual Team Management (Amanda Major and Paloma Rafferty)
5. Emerging Models for Instructional Design and Faculty Development (Angela Gunder)
Break Time (15 minutes)

#IELOL#Leadership #OLCAccelerate

Facebook @OnlineLearningConsortium, Instagram @OnlineLearningConsortium, LinkedIn @OnlineLearningConsortium, Twitter @OLCToday and @UCFDigitalLearn
Career Pathways, Organizational/Aspirational Alignment, and Success Strategies

IELOL Alumni with Introduction Luke Dowden
Career Pathways, Organizational/Aspirational Alignment, and Success Strategies

Meet IELOL alumni and hear their career stories. Choices are:

1. Mindset, Opportunity, Learning (Peter van Leusen, Arizona State University)
2. Systematize, Fit, Leap (Olena Zhadko, Lehman College, City University of New York (CUNY))
3. Strategy and Determination (Carolyn Andrews, Brigham Young University)
4. Nontraditional, Perseverance, Growth (Doug Geier, Golden Gate University)
5. Seize the “Yes!” (Carol Gering, University of Oregon)
6. Determined, Inquisitive, Mentor (Reggie Jackson, Northwestern University)
7. At The Table (Gina Pazzaglia, The Pennsylvania State University)
8. Curiosity, Evolution, Leadership (Tamara Powell, Kennesaw State University)
9. Curious, Authenticity, Advocate (Sarah Lee, Collin College)
10. Reinvention, Non-traditional, Openness (Bettyjo Bouchey, Reinvention, non-traditional, openness)
IELOL Master Class Social
How to Stay Connected to IELOL

- Participate in the IELOL Facebook Group
- Hold recurring, standing meet ups with cohort members
- Exchange a few emails or mobile numbers
- Stay in touch with your IELOL faculty mentors
- Join CORAL research collaborative (https://www.coralcollaborative.com/)
- Volunteer for the Online Learning Consortium
Ceremonial Passing of the Baton
Ceremonial Passing of the Baton
Master Class Reflection

IELOL 2020 Master Class Reflection
Reflection is an important component of any learning experience. Please take some time to think back on what you have learned in the Master Class and answer the question under EACH column below.

Three things that you didn't know before the Master class

Two things that you will continue to research or talk about

One thing you will change in your professional (or personal) life based on the information that was shared in the Master class

https://padlet.com/OLCInstitute/masterclass2020
Survey for IELOL 2020 Leader Participants

Navigate to the IELOL 2020 Program Survey.


Your feedback is valuable for enhancing the program.
Congratulations to the IELOL 2020 cohort!