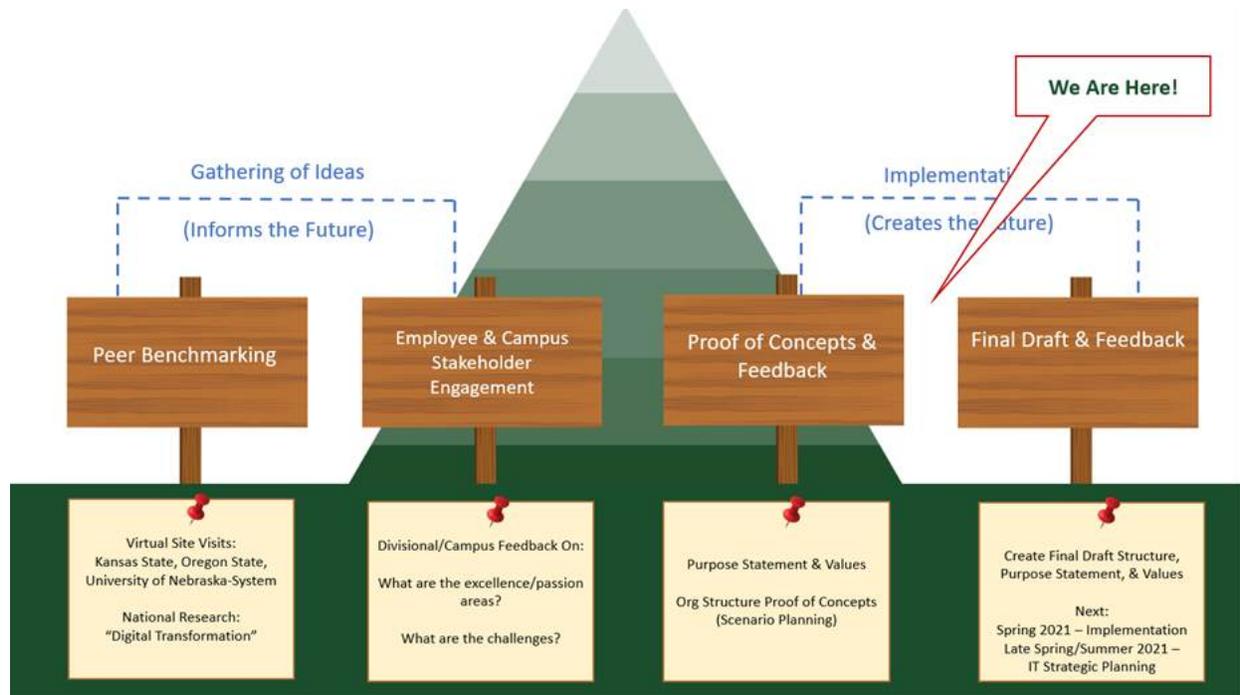




Organizational Evolution – Home Stretch

As we close out 2020, and embark on 2021, we continue to make good progress on creating our new division. This Path FW: column will feature several updates so that everyone can hear what we’ve been up to and understand where we are at in our process. We’ve come a long way and are heading into the home stretch.

Below you will find an infographic that depicts our process; what we’ve accomplished, where we are now, and what we have left to do.



While our progress slowed a bit at the end of last year, it was important to take the necessary time to get a number of things correct, ensure our team felt heard, and allow many voices to take part in the process.

Purpose Statement & Values

Recently, we brought together a group of 25 team members from our division to help us create a divisional purpose statement and define our values. This diverse team participated in multiple workshops and included members from the Central IT Leadership Team, Supervisors/Team Leads group, and technologists.

- A **purpose statement** brings together in a short statement “why we’re here”, the reason our organization exists, and it ties together our motivation for doing our work.
- **Values** should be essential and enduring tenets of an organization, a set of timeless guiding principles, they have intrinsic importance to those inside the organization and require no external justification.

You may be asking yourself why did we take the time to do this? A purpose statement and values, when used properly, can help to define “why and how” we do what we do. They can be our north star, used to guide our decision-making processes, help weigh what new directions we take, and determine our future services.

In the coming weeks, we’ll be hosting open forums to share more about our new Purpose Statement & Values:

- Wed. 2/17, 9 – 10 AM
- Thurs. 2/18, 12 – 1 PM

We hope that you’ll join us for this announcement, to learn more about the process that we used to develop these statements, and how we’ll be using them going forward.

Scenario Planning

On January 12th, the Central IT Leadership team kicked off a series of scenario planning workshops to develop new ideas that should be a part of our reorganization efforts to ensure we’re designing for the future. Scenario planning is a methodology designed to help break the habits ingrained in most organizational planning. People tend to be trapped within the limits of their own experiences, and this methodology helps to create a safe place for dialogue and for acknowledging future opportunities and evolutions. For our work, we leveraged a scenario that described CSU and our division 5 years into the future.

After our first workshop, we did several exercises to determine where our ideas aligned, where

we had gaps, and what questions still needed to be answered. Currently, our leadership team is hard at work creating a “draft” organizational structure that combines the feedback, ideas, and concepts that we’ve been talking about.

What’s Next?

Our next phase will move us from the input and feedback gathering stages of our process into one where we’ll make decisions that will move us forward as a new division. You’ll notice on our infographic that our last signpost showcases the creation of a final draft. The leadership team will have the opportunity to provide additional feedback on this draft before we finalize our decisions. Shortly thereafter, the implementation phase will begin and continue throughout the remaining Spring Semester. Throughout all of this, we will be communicating often and openly with the entire division.

Remember the “Why”

As we hone our final decisions and organizational structure, it’s important that we reflect back on *why* we are doing this. When we started, we set out to:

- 1) Create a highly functioning, collaborative, and cohesive new division of IT that is strategic, innovative, and future focused leveraging the power of our divisional teams as opposed to historical structures.
- 2) Engage in next steps to bring together IS and ACNS & Telecom teams as a division.

Also, we knew that we were going to need to think differently about our work, our resources, and how we can leverage the power of our larger divisional team to evolve for the future.

If you have questions, comments, or would like to talk more about our process, where we’re at, or what’s coming next, I highly encourage you to reach out to a member of our Central IT Leadership Team. They’ve all done a wonderful job of engaging, contributing, and helping us to evolve. Any one of them can answer any questions that you have.

Thanks all and keep up the great work,
-Brandon

A handwritten signature in black ink, appearing to be the name 'Brandon', with a stylized, cursive-like font.