



## Strategic Planning Retreat

### MINUTES

Donaldson Student Center – 05/16/2017

Facilitator: Dr. Stacy Klippenstein, President, Miles Community College

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#### **Welcome and Introductions**

Dean Bingham introduced Dr. Klippenstein who introduced the process, presenting a PowerPoint and TED talk regarding if the strategic plan makes sense to why HC exists. People do not buy what you do, they buy why you do it. Rules of engagement includes being participatory, engaging, etc. Dean Bingham then reviewed the current HC Mission and Vision statements. BOR reviews and approves Mission statement every three years. HC Mission statement very reflective of Core Themes. However, Vision statement has not been revised, so plan to review and revise Vision statement at the end of the day. Handout includes Mission, Vision, Core Themes, major portions of Strategic Plan listed there.

#### **Current State Analysis**

##### **NWCCU Recommendations (Dr. Bingham review)**

Received final document of NWCCU Year Seven Peer Evaluation with Recommendations and Commendations.

##### **Review of current strategic plan and the six strategic goals (Dr. Hickox review)**

Participants were numbered off and joined their groups. Each table selected someone who would record the info to be shared on the flip chart. Discussion regarding enabling forces, both internal and external; restraining forces including threats and distractions.

##### **Group Activity #1 (groups 1-5): Current State Review**

Each group generate a list of enabling forces (strengths, opportunities, things going well, etc.) and restraining forces (weaknesses, threats, distractions, etc.) as they relate to the six strategic goals and direction of Helena College. For results, see Attachment 1.1 - Current State Review (all). Then, groups went back and listed their top five enabling and restraining. For results, see Attachment 1.2 - Current State Review (top 5s). Enabling forces on any college campus, all pretty well matched up, continue to modify, improve, enhance. Restraining forces need to be addressed to enable students.

##### **Group Activity #2 (groups 1-5): Why do we do what we do?**

Each group listed the WHY and GAPS pertaining to the current 10-year strategic plan and six strategic goals. Will utilize to identify where the College is at and what it needs to move the needle on. For results, see Attachment 2 - Why do we do what we do?

#### **Strategic Goal Alignment**

##### **Group Activity #3 (new groups 1-6): Are we on the right track?**

Each group was assigned a strategic goal and tasked to review and capture, based on results from earlier group activities, changes or additions to ensure alignment with the mission/core themes of the college. Each group had at least one strategic plan booklet to deconstruct. For results, see Attachment 3 – (are we on the right track).

### **Group Activity #4 (groups 1-6): Speed Dating**

Each group reviewed comments on all strategic goals and revised or added to each, identifying items they believed should be a priority for the College to review and/or add to the current 10-year strategic plan. For results, see [Attachment 4 - Strategic Goal Alignment \(speed dating\)](#).

### **The Gathering**

The full group reviewed major themes of the day:

- Discussion was holistic, not silos. Looked at all different parts. All working towards a shared understanding. This day of communication is important and should happen more often.
- Helena College is comprised of quality people doing quality things. Need to share.
- Cohesion as a college benefits students.
- The Strategic Plan is a living document.
- Incumbent on everyone to ensure this energy does not die.
- Infrastructure was not mentioned very often, but there was a great deal of discussion over space, something the College does not have much control over. Should it be in the Strategic Plan if we do not have control?

Suggested edits to the Vision statement included:

- Switching around ***academic*** and ***technical***
- Removing ***academic*** and ***technical*** to simply say ***education***.
- ***“Educating our community”***
- ***“To be the premier source of comprehensive two-year higher education and lifelong learning opportunities for our diverse community”***
- Relevant in the community, innovative, infrastructure.

BOR approves Mission. Vision should come out of the Mission. Vision should be short. It is the WHY; everyone has to be on the same page on the WHY. There will be individual WHYS, but collectively we have to believe in the WHY.

### **Common WHYS in 5 words or less:**

- |   |   |
|---|---|
| - Students  | - Help student obtain goals   |
| - Community   | - Providing pathways to success   |
| - A leg of for meaning and excellence               | - Pride   |
| - Assisting individuals to realize their potential  | - To better the community   |
| - Provide quality education                         | - Helping others believe in possibilities / Helping students believe in possibilities |
| - Relevance, excellence, and student success        | - Guiding individuals to improvement  |
| - Pioneers in student success                       | - Educating and empowering our community  |
| - Comprehensive affordable premier higher education | - Making the impossible possible  |
| - To efficiently educate our community              |   |

### **Closing comments**

SPA will work through the information gathered, will present suggested updates to College Council and the campus in the fall.