Change management workshop, led by Tina Riley, 12/4/2017

Feedback on *Best Practices* cards
- Connect and communicate often
- Cannot over communicate
- I like the strategies being made directly available with examples of how to use them
- Positive energy
- Need this training for all of my unit together
- Continue to be the change agent that we talked about
- Recognize that the past can help be the foundation for change
- As a leader, need to be aware of how my attitude can help change move forward (vs. causing it to get off track)
- Best practices are truthful
- Best practices include emotional intelligence
- Professional communication
- Personal communication
- Clear communication of vision
- Communicate, communicate, communicate, communicate...
- Complete information should be shared by all

Feedback on *Concerns* cards
- People feeling comfortable addressing concerns at higher level (trust issues)
- Accountability and its perceptions
- Silos between leadership and staff
- How do we help people identify their own emotions and work through them? Calling others on their actions can feel hostile but often the refuse to acknowledge the emotions.
- University procedures and criteria for advancement that will block CVM efforts to change
- Things we talked about are mostly general concepts, not really specific details about our CVM changes
- That this module won’t be lasting in its effectiveness
- Fear