Institutional Change Partners Program

Overview
The Institutional Change Partners Program is an opportunity for small teams of 2-4 Staff and/or Faculty to bring a project, animating question, challenge, or change initiative to an immersive one-week Human-Centered Design deep-dive in June. This week-long professional development opportunity will introduce teams to processes, tools, and methodologies for making positive change within their home units or across multiple units. As a cohort, Partners will continue to convene for monthly lunch meetings to share progress, successes, and challenges. The experience will culminate with an evening of presentations in late March of 2020 where each team will showcase its work. **Partners must be able to commit to attending all Cohort sessions (to be scheduled) in addition to the June deep-dive (June 3-7 from 9-11am AND 1-4pm), and the final presentations next year.**

Guiding Principles
We believe Institutional Change projects are rooted in:

- An understanding of constraints - how can we maximize impact within existing conditions?
- Creative collaborations - how can we reach common goals across institutional divisions?
- Ground-up - how can those responsible for implementing change shape the change?
- Deep-listening - what does it look like to incorporate the voices most affected by change?
- Productive tension - how can we work across lines of difference generatively?
- A culture of idea improvement - what if we value the process as much as the final product?
- Collective responsibility - how does our work advance the mission of the College?

For staff applications, a supervisor’s letter of support is required, agreeing to the June time commitment for all team members (June 3-7, 2019 from 9-11am AND 1-4pm) and endorsing the proposed project. While not required, an additional letter of support from the staff members’ relevant Senior Staff Member will be viewed favorably in the selection process as an indicator of institutional buy-in.

**Please email questions and completed applications by April 15, 2019 to Emily Norton, Director of The Design Thinking Initiative enorton@smith.edu**

Applicants will be notified by May 3, 2019.
Institutional Change Partner Application

Due to enorton@smith.edu by April 15, 2019

Names:

Department(s) or Program(s):

Supervisor Letter of Support Submitted? YES ____ NO ____ N/A (faculty) ____
Additional Letter of Support from Senior Staff? YES ____ NO ____ N/A (faculty) ____

Proposed Change Project, Challenge, or Prompt (please tell us what you hope to take on through this opportunity by connecting to the above guiding principles):