

Our First Team's
Way of Proceeding "in spirit, heart and practice"
For our hopes and inspirations to be realized, we will:

Activate the Jesuit mission and identity

Use Ignatian communal discernment processes

Connect the SLC retreat insights to the Ignatian values

(i.e., ICD, self-awareness, daily Examen, finding God in all things)

Be servant leaders, always positive, grateful, and hopeful

Use the Jesuit documents to guide our processes

incl *Go Forth: Ten Guiding Principles from USA Midwest Jesuits* and *Contemplation and Political Action: An Ignatian Guide to Civic Engagement*

Make the SLC our First Team and build interpersonal trust

Offer input, challenge consensus, support productive conflict

Invite input and differing perspectives from each other; show respect for differences

Keep disagreements *in the room*

No meetings after the meeting

Hold each other accountable

Admit mistakes and weaknesses

Ask for help

Offer help

Use the vocabulary: Put beans on table, Qtip, First Team

Regularly refer back to the DICS chart of working styles to best appreciate each other

Take responsibility for University-wide outcomes rather than strictly outcomes in our own area

Laugh together

Create a meeting process that keeps us focused on critical strategy

Schedule meeting topics with a future view so that we can plan ahead and prepare and do due diligence with our other teams

Spend most of our time on non-urgent critically important issues

Work collaboratively on University-first business; support area-specific concerns

Be advisory to the President

-be the first place she goes to in order to resolve tough issues

-be the first place she goes to give and receive support when times are difficult

-be the group she feels most accountable to and who are most accountable to her

-be the colleagues whom she does her highest and best collaborative work

Develop an integrated and collaborative approach to our work by clarifying:

- the role of the SLC for ourselves and the campus
- the role of our meetings as a “vehicle” for our work as campus leaders
- which decisions are First Team decisions and which decisions are up to each leader
- meeting content that needs advice, approval, a recommendation, or campus input
- how we can get updates from each other before they reach the entire campus

Make time to reflect and fully discern

Decide what’s best for the student and/or the University as our starting point
Carefully examine and [truly] understand the issues we face
Approach issues within the larger political and cultural societal context

Make bold decisions while realizing the whitewater ahead

Make the difficult decisions we will need to make to improve our financial situation, balance our budget, and return to a net surplus as quickly as possible.
Think long term

Improve processes and relationships beyond the First Team

Break down silos
Improve transparency
Be more forthright with information
Keep top-of-mind the results (and ways to improve future results) of the *Great Colleges to Work For* survey
Improve cross-functional cooperation at all levels within our organization
Push support of each other through the organization
Work together to earn credibility and to be seen as effective by the campus community

