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Defining What, How, Why: Enriching Exploration for Self & Department

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1) Presentation Title:

Defining What, How, and Why: An Enriching Exploration for Self and Department

2) Presenter Information-Primary presenter CV/resume or biographical sketch:

Trey Guinn

Trey Guinn received his MA in Higher Education Administration and his PhD in Communication. He is currently an Assistant Professor and Director of Communication Arts at University of the Incarnate Word. As well, Trey holds responsibility as Program Director for the Graduate Program in Communication. Concurrently, Trey is a Business Communication Specialist at the McCombs School of Business at the University of Texas at Austin. Trey specializes in presentational effectiveness, business pitches, interview preparation, interpersonal relationships, team dynamics, and networking. In addition to individualized executive and life coaching, Guinn works frequently with the Texas MBA + Leadership Program and Executive Education center. He has consulted for professionals locally and across the globe from companies such as Apple, AT&T, Bain & Company, BCG, Chevron, Deloitte, Dell, Intel, GE, Hewlett-Packard, McKinsey, Microsoft, National Football League, PWC, Teacher Retirement System of Texas and more. His teaching, research and professional work focus primarily on communication effectiveness and human relationships. He has taught an array of undergraduate courses, including Public Speaking, Media Ethics, Voice and Diction, Business Communication, Leadership Development, Interpersonal Health Communication, and Fundamentals of Human Communication. At the graduate level, Guinn has taught Professional Communication and Leadership, Organizational Behavior, Research Methods and Assessment, Media-Self-Society, Relational Communication, and College Student Development.

3) Disciplines:

Education; Educational Leadership; Higher Education Administration

4) Presentation Theme:

Leadership and Management

5) Presentation Type:

Brown Bag Lunch Discussion (30 Minutes)

6) Abstract:

Ever find that your colleagues are not “on the same page” or “do not see eye-to-eye” about a solution, much less its underlying problem? This can be frustrating and at times seem personal. Our discussion will focus on a method used to help individuals and teams identify problems/solutions and understand the motivations held by self and others that often challenge consensus.

7) Keywords:

Conflict Resolution; Communication; Personal Development; Leadership; Understanding Self and Others

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9) Presentation Documents: Description of the Session (300-500 words)

The solution seems so clear to you. So, why are we not “on the same page” or “do not see eye-to-eye” about how to move forward? Confusion, gridlock, and crossroads are common when seeking consensus from your colleagues. Truth is, consensus about the solution is far more likely when first there is consensus about the problem. Until all parties agree on the problem, it is unlikely they will agree on the solution. This lunch discussion will spend the first minutes on this very topic and then demonstrate a method for establishing consensus around problem before debating solutions.

A second source of confusion, gridlock, and crossroad is that not all colleagues see their job the same. Beyond defining problems and solutions in the workplace, how do you and your colleagues actually define “what you do”? This lunch discussion will spend the second half of our time working through a series of three questions that help colleagues understand self and other – the what you do, how you do it, and why you do it?

I have found in my work as a public speaker and executive coach for business people, healthcare professional, academics, and more that these two discussion points (paragraph 1 and 2) can be very beneficial for individuals and teams. The benefits are personal as individuals explore personal motives for their work. The benefits for those leading teams are aplenty. Chairpersons are reminded that gridlock is not necessarily personal; instead, it can be that colleagues are not always aligned on the problems but without knowing it bicker over solutions unnecessarily. Second, chairpersons are reminded that when seemingly like-minded individuals take opposing positions in the workplace it may have much to do about how individuals define their job and why they do it. Taken together, this discussion promises to be personally enriching and provide discussion tools for individuals to take back to their institutions.