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35th Academic Chairpersons Conference,
Orlando, FL

Inclusive and Collaborative Leadership in Decision Making

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Recommended Citation

Kautza, Jeremy (2018). "Inclusive and Collaborative Leadership in Decision Making," *Academic Chairpersons Conference Proceedings*. <https://newprairiepress.org/accp/2018/colleagues/7>

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Academic Chairpersons Conference (2018) Proposal (105 minutes)

Presenter: Jeremy Kautza

Title: Inclusive and Collaborative Leadership in Decision Making

Description: Based on the best-selling book, "Getting to Yes" by Fisher, Ury, and Patton (3rd Edition, 2011), Madison College has adopted an interest-based approach for making college-wide decisions as well as for resolving issues in programs and departments. In this session you'll experience the elements of an interest-based approach to problem solving that you can use to make decisions in any work situation. (It works at home too!) You'll leave with a new-found appreciation for the process--its ease and effectiveness--along with materials you can take back to your college to spark your transformation.

The attendees will benefit by:

- Understanding the benefits of utilizing an interest-based (instead of a more traditional) approach to addressing issues and making decisions.
- Learning the vocabulary, rituals, and philosophies necessary to change the culture of decision making and conflict resolution at their college.
- Experiencing an interest-based process for themselves.
- Selecting an issue in their organization that would benefit from an interest-based approach and applying the principles to that issue.
- Collecting materials that they can utilize to educate their partners in leading the transformation to an interest-based approach at their institution.

Activities:

1. Think-Pair-Share: How an interest-based approach differs from more traditional approaches to decision making.
2. Mini-presentation: The vocabulary, rituals, and philosophies of an interest-based approach to negotiation.
3. Interactive Game that tests participants' instincts in negotiating a decision while also imparting the benefits of utilizing an interest-based approach and why, perhaps, we tend not to use that approach.
4. Large group discussion where each person will select a statement and categorize it as either an interest or position with follow-up discussion about the type of statement it is and why.
5. Working in small groups, follow an interest-based "roadmap" to create a mutually agreeable solution to a conflict involving the academic success of student-athletes (and/or a decision pertinent to the participants).
6. Door prize drawing of "Getting to Yes" by Fisher, Ury, and Patton.

Agenda:

0 min's.	Check-in: What brought you to this session? What do you hope to learn?
10 min's.	Think-Pair-Share: Compare/Contrast Approaches to Negotiation and Decision Making
20 min's.	Mini-presentation
30 min's.	Interactive Game: "Get Points"
45 min's.	Mini-presentation
50 min's.	Grab Bag: Participants will select a statement and decide what type of statement it is and why
65 min's.	Mini-presentation
75 min's.	Role Play or Team-Based Application of Concepts
95 min's.	Debrief, Check-out, & Door Prize
105 min's.	End of session