

Lansing Community College

AQIP Action Projects

Action Project #3 – Strategic Alignment Initiative

A. Give this Action Project a short title in 10 words or fewer:

Strategic Alignment Initiative

B. Describe this Action Project's goal in 100 words or fewer:

The goals of the Strategic Alignment Initiative are: 1. Increase communication and awareness among LCC leadership and other staff and faculty about the importance of, and progress being made on, the College's Strategic Plan 2. Strengthen the sense of teamwork, collaboration, and commitment necessary for successful implementation and updating of the plan 3. Increase opportunities to align Division activities with the plan 4. Increase the College leadership's ability to address barriers to implementing the plan

C. Identify the single AQIP Category which the Action Project will most affect or impact:

Primary Category: Leading and Communicating

D. Describe briefly your institution's reasons for taking on this Action Project now -- why the project and its goals are high among your current priorities:

LCC's Strategic Plan consists of three major themes; success, access, and innovation, for accomplishing the goals, and several approaches or initiatives linked to each theme.

E. List the organizational areas - -institutional departments, programs, divisions, or units -- most affected by or involved in this Action Project:

All divisions of the College, and their respective departments, are affected by this initiative. The College's Executive Leadership Team and the President will be affected by the increased volume of structured information they will receive concerning progress on strategic initiative. Deans and leaders of major non-academic units will collectively create a comprehensive picture of initiatives and their alignment with the College's strategic plan.

F. Name and describe briefly the key organizational process(es) that you expect this Action Project to change or improve

1. Quality and strategic planning processes will be strengthened by improved alignment between College's strategic priorities and Division objectives. 2. Internal communication process will be more effective by increasing dialogue and understanding of strategic initiatives and Division objectives among College leadership and administrators. 3. Annual resource allocation process will become more transparent by increased understanding of College-wide priorities related to the plan.

G. Explain the rationale for the length of time planned for this Action Project (from kickoff to target completion):

The Strategic Alignment Initiative will engage the attention and energy of the College's leadership and staff through the following means: 1. At least monthly, the Executive Leadership Team (ELT) will discuss at one of its weekly meetings the major developments and issues relating to implementation of the Strategic Plan. 2. Division leadership will be asked to provide

their staff with strategic plan progress reports and solicit input on that progress during their already established schedule of meetings, such as the Quarterly Division Meeting with Department Chairs, Deans and Administrators and the Fall and Spring “kickoff” meetings. 3. Division leaders will be asked to make strategic plan progress reports and answer questions at the monthly Administrative Leadership Team Meetings chaired by the President.

H. Describe how you plan to monitor how successfully your efforts on this Action Project are progressing:

The process measures that will be tracked are: 1. The clarity of Division objectives as they relate to the plan 2. Successful progress toward completing the Divisions’ measurable objectives 3. An increase in the number of opportunities for dialogue about the Strategic Plan 4. College leadership satisfaction with the Strategic Alignment Initiative

I. Describe the overall "outcome" measures or indicators that will tell you whether this Action Project has been a success or failure in achieving its goals:

The outcome measures will focus on the degree of progress in accomplishing initiatives in the strategic plan. Determining this degree of progress requires tracking the accomplishment of Division objectives that are aligned with the strategic initiatives.

J. Other information (e.g., publicity, sponsor or champion, etc.):

Quantitative: Increase in percentage of employees who feel they understand the direction in which the College is headed (as measured in the Annual Employee Survey) Qualitative: 1. Division objectives for implementing the Strategic Plan will be more specific, measurable, and aligned with the plan 2. Opportunities for and instances of collaboration on Strategic Plan initiatives will increase. 3. The opportunities for dialogue and feedback on plan progress will increase. Not applicable.