



## SYNERGY GROUP

Thursday, November 8, 2007

2:00 p.m. – 3:00 p.m.

PCR

**Present:** Bob Silverman, Cheryl Elsmore, Kathy Mata, Terry Truelove, Scott Jones, Sheri Nolan Foster, Jeffrey Holmes, Mike Smith, Mark Clair, Marion Boenheim, Bill Greulich, Ginnie Moran, Jim Murray, Ken Blaney, Lael Willingham, Bruce Baron, Lori Kildal.

**Absent:** Don Peavy, Marianne Tortorici, Robert Sewell, Ron Fields

### Summary of Discussion:

- Summary of discussion – Notes for 10/25/2007 meeting is approved for dissemination.
- Reflection on readings/Idea sharing – Much concern was expressed about the ever-present “silo effect” that characterizes how VVCC works. Many shared that this exists largely as a result of an organizational climate where fear and intimidation has compelled defensiveness and self-protection rather than trust and collaboration. As a result, innovation has been stifled. While individuals have continued to be innovative, there has been an absence of an institutionalized effort to collaborate and innovate—contrary to the new core organizational values adopted by the Board on 10/09/2007. Whatever the recommendations developed by this group on how VVCC should be organized, it is vital that the new structure enables work processes and communications consistent with the core values.
- Synergy Workshop on 11/27/2007 – Because the 1 hour meeting limit was fast approaching, a request was made that members willing and able to stay for an additional 30 minutes do so to discuss the purposes and outcomes for this event. The group was asked to attend the College Council meeting next week (11/15/2007 @ 2pm) as the County Schools facilitator, Dr. Sheri Wilkens, would be there to talk more about the workshop.
- Project Synergy Website – Information shared that this was forthcoming. Further discussion to be tabled.

### Action Items:

- Discuss and refine expectations for workshop on 11/27/2007, and reflect changes on draft of notes for workshop facilitator. In addition to the workshop, discussion included the implementation of a series of educational messages and surveys about the new core organizational values once the Synergy web pages are launched—2 values at a time could be shared with the campus community over the next 3 months, each followed by simple questions intended to gauge what practices currently exist that uphold or go against the values. This information would both inform further discussions about reorganization, as well as enable educating the campus community on values-behavior alignment.
- Additional members worked until 3:40pm: Lael Willingham, Sheri Nolan Foster, Marion Boenheim, Mike Smith, Bill Greulich, Terry Truelove, Jim Murray, Scott Jones, and Virginia Moran.