

Title of Grant: Creativity, Leadership and Inspiration

SP2008 – 85W-FF

Date of Funding: Spring 2008

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Abstract:

To strengthen communication and teamwork on campus and with our neighbor colleges-Piedmont Virginia, Lord Fairfax, Dabney S. Lancaster, and Virginia Western Community Colleges-the BRCC Staff Association hosted a Teambuilding Workshop in March 2008.

Actual Outcomes:

As part of the review and revision process for BRCC's Strategic Directions, staff were asked what could be done to improve BRCC. Most often mentioned was less departmentalization, more cross training and improved communication. BRCC, growing in employees and facilities, runs the risk of becoming departmentalized and having lessened communication. The Staff Association is working on this, but we realize this is not a one-time fix. This fall an off-campus team building activity was scheduled and we continued the momentum in our annual spring workshop.

Dr. Chuck Terrell presented "Lego of my Puzzle! Legos vs. puzzles: a team activity that demonstrates the difference between following the rules and expressing creativity. The objective is to find the value of both." at BRCC on March 4, 2008 as well as his "Grecian Formula" presentation.

As part of this workshop, staff members from different departments gave brief presentations on some of their job responsibilities. This fostered better understanding of what is involved in making the college run, which will help each of us do our jobs better, improving service to our students and community.

The business office addressed the components of the state's accounting system and the guidelines that must be followed for making payments, cutting checks, etc. Often those of us that are not involved in an activity may mistakenly think it is easier or quicker to do than it really is. Staff members from other colleges presented on activities and responsibilities at their college.

The benefits of the workshop included improved and more efficient job performance, communication skills, customer service, and friendships between BRCC and staff members at our neighboring VCCS colleges.

Other Colleges:

Dabney Lancaster Community College, Lord Fairfax Community College and Piedmont Community College, with 50 people attending the workshop.

Discussion and Critique:

I would recommend this workshop to other colleges. The topics were very relevant and provided good information. Getting to know the people from our own college as well as other colleges better was very beneficial and all that we learned will ultimately help us to all provide better service to our customers.

Evaluation:

Written evaluations were distributed to the participants and results tallied. Most participants agreed or strongly agreed that the workshop increased their awareness of the value of creativity as well as following the rules. Most participants agreed or strongly agreed that the workshop has increased their awareness of leadership as well as increasing their awareness of motivation and how their contribution can make a difference. Chuck Terrell provided information helpful to the staff for their jobs and the workshop and arrangements met their general needs and expectations (location, timeframe, topics, information presented, lunch, etc.) Participants were asked for suggestions of future workshops with a variety of suggestions shared.

VCCS Benefits:

The workshop was designed to help people that don't always get the opportunity to work together the chance to interact, sharing ideas and information. Chuck Terrell really encouraged discussions and participants got very involved in brainstorming ways to improve work situations, learning a lot from each other, as well as getting to know coworkers from our own college and from the other colleges better. Participants responded to the evaluations indicating that the workshop increased their awareness of the value of creativity, leadership, motivation and how each of our contributions really does make a difference.