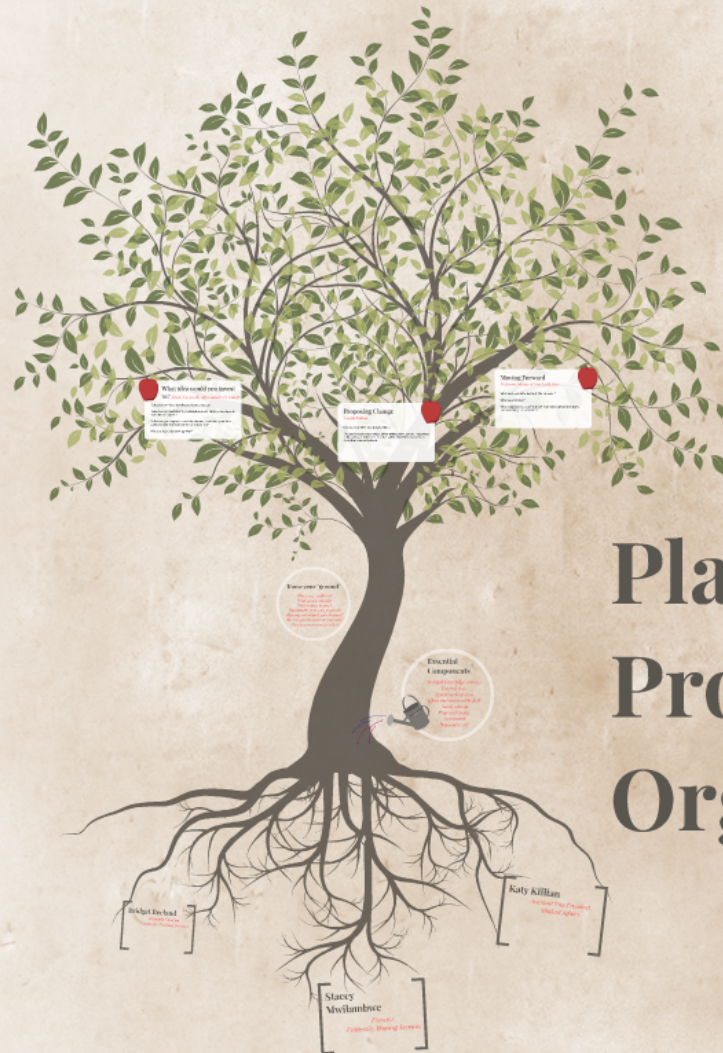


# Planting Seeds: Proposing Organizational Change





# Planting Seeds: Proposing Organizational Change



# Bridget Reeland

*Associate Director,  
University Housing Services*





**Stacey**

**Mwilambwe**

*Director,*

*University Housing Services*





# Katy Killian

*Assistant Vice President,  
Student Affairs*

# Essential Components

*In depth knowledge/context*

*Current data*

*Benchmarking data*

*Clear and measurable goal*

*Tiered options*

*Projected results*

*Investment*

*Potential Costs*





# Know your "ground"

*Who is your audience?*

*What is their passion?*

*What is their history?*

*Who benefits from your proposal?*

*Who may not support your proposal?*

*How can you demonstrate your need?*

*When long term strategy is best.*



# What idea would you invest in?

*Identifying worthy opportunities for change*

Reflect on any long standing barriers or issues?

Reflect on any persistently unattainable goals, what do you need to make those happen?

Reflect on your organizational day dreams, what does your ideal scenario have that your current one does not?

Who are you underserving, why?



# Proposing Change

## *Sample Outline*

Choose Your Own Group Adventure...

Process through these steps, either writing down general responses to the points or define the task that will be needed in that area to move the proposal forward.



# Moving Forward

## *Proposing Change at Your Institution*

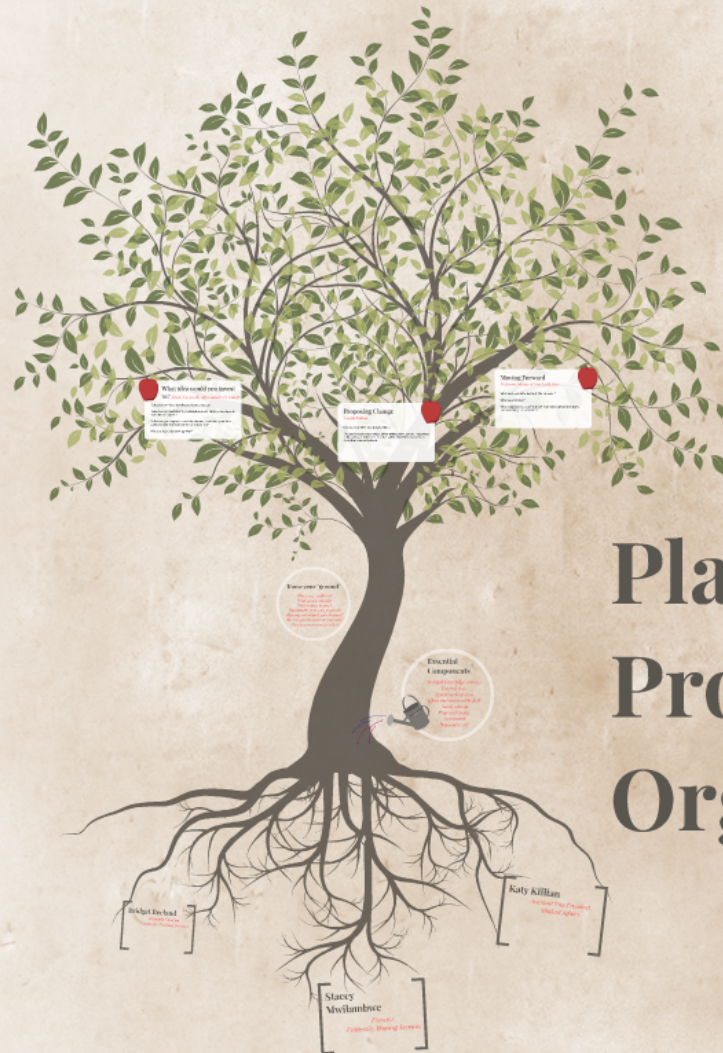
What was easiest to define in the proposal?

What was hardest?

What happens if you are told no? Maintaining professionalism, understanding time and place.







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