

# Staff Development Grant Report

## Southwest Minnesota State University

Project: LeaderFISH!

Description: Staff development day utilizing the LeaderFISH! program/tool from Charthouse Learning Corporation. The tool helps individuals look at their roles at the institution in a different way, while exemplifying that employees and students are valued. LeaderFISH explores the theme of balance, through focus on authenticity, goal setting and action plans.

Project Leaders: Deb Almer and Stacy Frost

Award: \$5,000

### Project Recap:

Two dates were made available to all faculty and staff on campus to choose from. 61 employees attended a one-day LeaderFISH! training. Six units were covered between 9 a.m. and 1 p.m. A working lunch provided an opportunity to wrap up the day and set some individual goals. Attendees sat at tables of 8 in order to watch a video, have discussion on the Unit topic, then finally journal on that topic.

Unit 1: It Starts with Me

Unit 2: Be There

Unit 3: Play

Unit 4: Make Their Day

Unit 5: Choose Your Attitude

Unit 6: Find It, Live It, Coach It

The discussion time proved most valuable. The evaluations expressed an interest for the entire faculty/staff population to experience the training. There was also an encouragement for administration to attend, even though they had experienced the LeaderFISH! tool prior to the staff development day.

Costs:

100 LeaderFISH! Personal Guides: \$4,834.65 (A Fall option will be made available with the 39 remaining)

Continental Breakfast each day: \$122.87 x2

Lunch each day: \$355.60 x2

The \$5,000 we were awarded covered the major of the expense and our Provost office covered the remaining balance.

### Impact:

The objective was to bring faculty/staff together to gain a common vision of customer service and what each of us capable of contributing on a daily basis. The objective was met in the observation of attendees wrestling with ideas and celebrating what they experience on a daily basis. Much of the feedback on the evaluations was a vow to continue to look at things differently and more positively.

This training was a morale booster and a tool to help employees make more of an impact in their area. A survey was created on Survey Monkey and about half of the participants responded. A follow-up piece will arrive in their mail boxes on campus this Fall, thanking them again for participating, but reminding them of the Four Key Fish! Philosophies: Play! Be There! Make Their Day! and Choose Your Attitude!

**Reflection:**

There is hesitancy in attending an event like this. There were several phone calls/emails ahead of time with concern as to being “put on the spot.” There is also hesitancy in being away from one’s desk/workplace for four hours. Supervisors may not have been aware of the opportunity or encouraged it in every department. On the flip side, there were certain departments that were heavily represented. Another opportunity would call for date/time options as everyone is busy, but a higher level of support from supervisors to attend with their staff would be most effective.