BUILDING TRUST
PARTNERSHIPS
SHARING IDEAS
SKILL DEVELOPMENT
NETWORKING
COLLABORATION
MUTUAL SUPPORT
WORKING SMARTER
Agenda

- Welcome
- Breakout session 1
- Presentations
- Breakout session 2
- OECoP partner updates
- Upcoming events
“Alone, we can do so little; Together we can do so much.”

- Helen Keller
OECoP and the Path Ahead

Clayton Taylor, MBA
Director, Organizational Performance
Six Sigma Master Black Belt
Organizational Performance Office
Business and Finance Support Services
Purpose of the OECoP

• Promote the use of:
  – business analysis.
  – change management.
  – organizational development.
  – organizational excellence.
  – process improvement.
  – project management.

• Share ideas and information.

• Present methodologies, tools and industry best practices.

• Discuss and solve operational issues.

• Expand business networks.

• Provide learning and development opportunities.
OECoP partners

• Association of Change Management Professionals.
• ASU Project Management Network.
• Business Analyst Community of Practice.
• Global Outreach and Extended Education.
• Learning and Training Development Network.
• Organizational Performance Office – sponsoring organization.
• University Design Institute.
Quarterly meetings

- Returning to quarterly meetings.
- Defined information tracks based around partner areas of excellence.
NCCI engagement

1. Increase membership in ASU’s NCCI group.
2. Promote NCCI programs and workshops.
3. Engage the NCCI community to join OECoP events.
4. Coordinate interactions and presentations to NCCI.

Website: https://www.ncci-cu.org/
Networking and social events

Providing structured networking opportunities:

• Guided discussion.
• Networking and workshop with PDU’s.
• Social networking events.
• Speed networking.
Training and resources

• Creating recommended learning tracks in CareerEDGE.
• Engaging with Leadership and Workforce Development to offer regular workshops.
• One Hour to Skill Mastery program.
• Tools, templates and models that people can access and use.
Increased communication

- Slack messaging to the community.
- Topical articles published on the OPO web page.
- Unique OECoP web site.
Student engagement

- Partner with academic and student services organizations.
- Support ASU’s educational mission and student growth.

Engagement:
- Inclusion in quarterly meetings.
- Mentoring and shadowing.
- Opportunities for job experience.
Networking and connection

Mary Graft, EdD, MBA
Business Process Analyst
Organizational Performance Office
Business and Finance Support Services
Networking

The action or process of exchanging information and ideas among people with a common profession or special interest, usually in an informal social setting.
Why network?

• Build confidence.
• Build your connections.
• Career advice.
• Get fresh ideas.
• Give and take.
• Solve a need or a want.
• Understand of how things work.
Why network?

In our Community of Practice:

• Build on relationships with people you know.
• Identify your next role, department, or boss.
• Projects require teams: find and be found.

Think about how many people you know at ASU.
Networking for the introvert

Is networking intimidating?

Transferrable skill.

You already network to find:

• Dentist, pediatritian
• Handy man, mechanic
• Restaurant

Build on the relationships with people you know.
Networking

Goals for networking:

• Build a referral network.
• Expand your network.
• Find new team members.
• Identify job opportunities.
• Increase KSAs.

Ways to network:

Do it yourself:

• Must be proactive.
• Targeted one-on-one.

Structured:

• Apps.
• Conferences.
• Job fairs.
• Networking events.
Networking at ASU

Networking events

- Expand your network across the university.
- Find others with jobs similar to yours.
How to:

Strengthen your connections and visibility virtually.

• Check in.
• Express your goals.
• Get aligned.
• Speak up.
• Stay in the flow.
How to:
Make new connections

• Be proactive.
• Must put yourself in place.

1-on-1 Networking

• Introduce or re-introduce.
• Comment or deliver a compliment.
• Ask a question.
• Offer and seek help → use Slack.
Networking innovation on Slack

The WaterCooler

The WaterCooler is a Slack bot that encourages your team to get to know each other. It pairs up those that are online and encourages you to take 5 minutes to talk about something not related to work.

It is a simple, low ceremony, way of replicating the chance encounters that naturally occur in a physical office.

Hello! Today’s social pairings are:
@andre and @paul
@benjamin and @lisa
@bryan and @jonathan
@caroline and @thea
@felix and @qingling
@manuela, sorry I couldn’t pair you today.
Social graph

Social media-speak for a web of connections.

You have a web.

Grow your social graph.
Benefits of networking in a virtual world

Silver linings of work connections:

- Improved communication with team.
- Increased well-being.
- Lower chances of burnout.
- Reduced sense of isolation.
Start with the elevator pitch

You never know who you will run into.

Quick, memorized introduction that shares a few key details

- How you can add value.
- What makes you unique.
- Who you are.

Use at: conferences, job fairs, interviews, in speed networking, or at parties.
The elevator pitch template

1. Name.
2. Title.
3. Department.
4. Organization.
5. What you are working on or a cool project.

*What do you need help with?

Practice makes perfect.
Tips for virtual networking

1. **Prepare.** You know yourself. Now pay attention to the prompting questions.

2. **Be that person.** The one that is welcoming and friendly to others.

3. **Be present.** Focus on them. Listen. Suspend multitasking. Stay engaged.

4. **Smile.** You have seen people on Zoom. Video on.

5. **Take notes.** This preps the follow-up, then do so.
There are hundreds of questions to use as prompts in **virtual networking**.
Networking questions

My favorite thing about working from home…

The most challenging thing about working from home…

ASU would benefit from…

If I could pick a different career, I’d be a….

I once won an award for…

I want to build my network because…

What part of your job do you love the most?

What is the most important aspect you bring to your job?

What keeps you up at night and what would you like to do about it?

Share two things people may not know about you.

Describe how and when you came to ASU.

If you could be anywhere right now?

What do you do in your spare time?

What is your favorite sport?

Three of anything - favorite movies, animals, meals, etc.

We all have _____ in common.

“…and why” is assumed
Networking questions

The best piece of advice I ever got was….

A person that has inspired me in my career is…..

One of my favorite projects was…

I had the most fun at work when my job was…

I learned the most at work through my job at….

The bigger picture I try to keep in mind is…

My perspective really changed when….

My favorite place to vacation is…

When this pandemic is over, I look forward to….

A big project my department is working on now is…

The job I would love to have at ASU is….

My favorite place to volunteer is…

I want to be part of OECoP because…

My favorite place to live was…

I grew up in….

The skill I want to develop is…

“…and why” is assumed
Time to network

Introduce yourself:

1. Name.
2. Title.
3. Department and organization.
4. What you are working on or a cool project.
5. What you like best about your job.
6. When this pandemic is over, what are you looking forward to?

TIP: Take a note about someone in your breakout session that you would like to follow-up with.
Welcome back

How did it go?
The 4x4 networking challenge

4 contacts you would like to know better

+ 

4 new people you would like to have as a contact
Schedule a networking call

Lead with something in common or the reason you are reaching out.

“We both attended the OECoP event on September 18…”

“Clayton Taylor suggested I reach out to you as I’m trying to expand my network…”

Mention where you work and why you’d like to meet with them.

Deliver a call to action with a time limit.

“Could we schedule a 15 minute meet-and-greet on Zoom?”

“Can we set up a virtual coffee?”

TIP: Show appreciation for their time.
OECoP networking events

Strengthening the OECoP network.

Creating opportunities for connections.

Watch the opo-oecop Slack channel for event reminders.

Coming soon: SPEED NETWORKING Oct. 23, 3 p.m.

Thank you.
OECoP partnerships

April Rigler
Quality Assurance Coach
ASU Experience Center
University Technology Office
Organizational Change Management

Danielle B. Steele
Organizational Change Management Lead
University Technology Office
OCM at ASU

Introduction to Organizational Change Management (OCM)

Presented by Danielle B. Steele
Arizona State University
My Career EDGE | June 2020
ACMP® is a global community of like-minded professionals dedicated to leading the way change works

Self-Affiliate with ACMP Arizona:
acmpglobal.org/page/chapters

Joining a local chapter provides:

• Access to regional conferences, webinars and newsletters.
• Best-in-class change management tools and resources.
• In-person professional development.
University Design Institute

Cary Lopez
Director, Strategic Initiatives
University Design Institute
ASU Spark Method™
Innovation starts with me.
Calling All ASU Innovators!
The Call for Proposals is now open. Visit the website at innovation.asu.edu to learn more about the event and submit your proposal today.

Innovation Week
Oct 26–30, 2020 | Voyage

Innovation is itself a journey. It simultaneously requires courage and prudence; adaptability and rigor; planning and a devil-may-care attitude. Join ASU as we embark on a journey of exploring innovation through this year’s Innovation Week 2020. Learn tools and techniques from Master Voyagers; network with students, faculty, staff and alumni; dream of new ideas and practice pitching.

Join us on a voyage of innovation and discover the innovator in you.

Day 1: Pick a destination
Day 2: Pack your bag
Day 3: Find your fellow voyagers
Day 4: When journeys go awry
Day 5: Arrive at... a destination

Innovation Topics
- Futurist thinking, disruptive thinking, principled innovation, empathy, courage, etc.
- Innovation tools: Startup, Lean/6 Sigma, Creative Atmos, Learning in Serious Play, design thinking, etc.
- Culture Ripples, stakeholder analysis & engagement, coalition building, IED, etc.
- Falling forward, "Fail Fast", Agile, iteration, rapid prototyping, resilience, adaptability, etc.

Tracks
- All 5 days: Showcase, Learn, Do & Network
  Students and participants can earn skills-based badges for

Audience
- Staff, Students, Faculty, Alumni, Corporate & Community Partners

[LinkedIn logo]
Leadership and Workforce Development

Beth Moser
Organizational Development Consultant
Leadership and Workforce Development
Office of Human Resources

Kristen Young
Professional Development Coordinator, Sr.
Leadership and Workforce Development
Office of Human Resources
Leadership and Workforce Development

● Engage, Develop, Grow, Empower

● Professional development for staff, through
  • assessments
  • consulting & coaching
  • lending library
  • programs and workshops
LWD Services

Professional development programs
  • Workshops
  • New Employee Orientation
  • Supervisor Development Program
  • Mastering Leadership

Employee recognition
  • SUN awards, President's awards, Service awards and more

Career EDGE
  • LinkedIn Learning
  • Synchronous and asynchronous training

https://cfo.asu.edu/professional-development
ASU Project Management Network

Andrea Wullenweber
Program Manager Research
President, ASU Project Management Network
School of Sustainability
ASU Project Management Network

- ASU PM Network is a staff and faculty club established to facilitate networking, communication, information exchange, and training related to project management.

- Currently exploring ways to serve students interested in project management.

- Serves interdisciplinary ASU staff and faculty who are project managers-officially or unofficially, are leading projects, or are interested in learning more about project management as a discipline.
What does the ASU PM Network do?

- Mentoring - PMP Success Coach, CSW Mentorship program.
- Networking opportunities.
- PMP Certification support.
- Project management tools and resources.
- Training on current trends in project management.
- Volunteer opportunities to serve the ASU PM Network.

- [https://uto.asu.edu/services/sio/asupmnetwork](https://uto.asu.edu/services/sio/asupmnetwork)
- Join by sending email request to pmnetwork@asu.edu
Business Analysis Community of Practice

Lesa King
Business Analyst
Digital Transformation
University Technology Office

Caliana Martinez
Business Analyst Associate
Web Application and Salesforce
University Technology Office
BACoP
Business Analysis Community of Practice

ASU wide since April 2017.
  • 100 members strong.

We are a group of dedicated professionals.
  • More than just a job title.

Many roles benefit from skilled application of BA techniques.
BACoP Statement of Purpose

1. **Cultivate a Community of Practice.**
2. **Guidance** for professional development.
3. **Networking** opportunities.
4. **Promote** best practices.
5. **Shared learning.**
6. **Support** ASU Business Analysts.
7. **Tell the story** of positive impact.
Global Outreach and Extended Education

Catalina Monsalve
Program Coordinator, Sr.
Ira A. Fulton Schools of Engineering

Meghan Gibson
Program Coordinator, Sr.
Ira A. Fulton Schools of Engineering
Lean Six Sigma

Organizational Excellence Yellow Belt Certification

Open to all ASU faculty and staff.

$99 per person, discounted rate.

Offered each month online:

- Sept. 30
- Oct. 14
- Oct. 28
- Nov. 11
- Nov. 25
- Dec. 9
Lean Six Sigma for Service Green Belt Certification

January 2021

8 a.m. to noon, Tuesdays and Thursdays

$320 per person, discounted rate.

Open to all ASU faculty and staff.
Upcoming Events
ASU Commission on the Status of Women

2020 CSW/SC Professional Development Conference

• Oct. 21 - Downtown, Polytechnic and West campus.

• Oct. 22 - Tempe campus.
  • Webcast sessions will also be available on Oct. 22.

The conference offers more than 100 workshops and attracts an estimated 2,000 attendees.

Visit csw.asu.edu for details.
OECoP Speed Networking Event

Regularly scheduled opportunities to network.

Limited participation.

Friday, October 23 – 3 p.m.
OECoP Slack Channel

#OPO-OECOP

• Post OECoP news and events.
• Open to all OECoP community members.
• Your tool for exchanging information and networking.
OECoP Member Survey

October 2020

Covering:

• Meeting and event preferences.
• Topics or speakers you would like included in OECoP meetings and trainings.
• Your willingness to present at or facilitate OECoP events.
# One Hour to Skill Mastery

<table>
<thead>
<tr>
<th>Topic</th>
<th>Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attention Management</td>
<td>Oct. 29, 2020</td>
<td>9 a.m.</td>
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<tr>
<td>Backwards Career Planning</td>
<td>Nov. 6, 2020</td>
<td>9 a.m.</td>
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<tr>
<td>Process Mapping</td>
<td>Nov. 20, 2020</td>
<td>1 p.m.</td>
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<tr>
<td>Management by Walking Around</td>
<td>Dec. 4, 2020</td>
<td>1 p.m.</td>
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<tr>
<td>Analyzing Data with Pareto Analysis</td>
<td>Dec. 11, 2020</td>
<td>1 p.m.</td>
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<tr>
<td>Calculating Staffing Requirements</td>
<td>Dec. 18, 2020</td>
<td>1 p.m.</td>
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Next OECoP event

Jan. 29, 2021
9 -11 a.m.
Zoom
Potentially in-person
Contact us

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Organizational Excellence
Community of Practice

new perspectives
new ideas