

Welcoming training 2015/16

The welcoming culture of US

Version: Facilitators



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Who is going to attend?

- Welcoming leader
- Primarii
- Vice Primarii
- Head Mentor
- Cluster Convenors
- ResEd Coordinators
- Old Prims (you)
- Pieter

How can you prepare for Saturday?

- Watch the Simon Sinek video:
http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en
- Prepare a good story about the Why, How and What from your own community. Examples are very valuable for new leaders. You might be asked to share it with the whole hall or in a small group to encourage the thinking.
- Read the literature attached – it is good to be informed about all themes.
- If you wish to make use of a slideshow, please send this to tarinanel@sun.ac.za **by Friday @12h00 (midday)**
- **READ attachment E**

What is expected of you?

- Prepare (above)
- If it is possible please attend the whole day if not please be 15min for the time that has been allocated to your theme.
- Attend the meeting at **17h30 on Thursday**
- You will act as a facilitator during the day and encourage discussion – moving around in the hall. Identify barriers or answer questions that might rise.
- Your subtheme should be supporting the Why/How/What so try to bring it into context all the time.
- Bring everything back to the topic and welcoming.
- PRACTICLE examples.
- Rational link is NB!!!!

Program

Time	Program	To do	Person Responsible
8h00 – 8h15	Coffee and Muffins	Coffee and Muffins	Benita/Riana
	Giving colours to leaders – may not sit at the same table as any other colour	Get stickers	Benita/Riana
8h15-8h30	Welcoming structure of the day	Welcome and inspire new leaders, launch them into the exciting time they are about to enter. Focus on establishing a welcoming culture	Wim Steyn (PK Chair)
	Video		Pieter
8h30 – 10h00	Why?		
8h30 – 8h40	Introduction Unwelcoming practises document		Wayde
8h40 – 8h50	Innovation	Prepare Practical example (See info below)	Casper
8h50 – 9h05	'Unboss'	Prepare Practical example (See info below)	Tanya Matthew
9h05 – 9h15	Vision 2030	Prepare (See info below)	Bernice
9h15 – 9h25	Elon Musk story	Prepare (Link below) Prepare a good story	Wayde Sascha
9h25 – 9h35	Transformational goals of Higher Education	Prepare	Tarina
9h35 – 10h00	Feedback of welcoming 2015 and wrap up of why	Prepare – slideshow Red and blue paper	Tarina Wayde
10h00 – 10h15	Coffee and muffins	Coffee and muffins	Wayde – Riana/Benita
10h15 – 12h00	How?		
10h15 – 10h25	Intro	Personal story	Delicia
10h25 – 11h30	Welcoming template and welcoming values	Welcoming template Values Profile of students	Wayde
(Different sets of	NOTE: Here all facilitators will help and guide at tables –		

instruction)	examples (See notes below)		
11h30 – 12h00	Group Feedback		Tarina Wayde
12h00 – 13h30	What?		
12h00 – 12h05	Intro	Prepare (See notes below)	Tarina Wayde
12h05 – 12h15	(1) What to do so stakeholders understand why? (Unique community)	Prepare (See notes below)	Tarina (internal) Wayde (external)
12h15 – 12h30	(2) What can be done to encourage a welcoming culture amongst all stakeholders during welcoming?		Sascha
	Strategy for seniors	Prepare own story	Hettie Nicholas Bernice
	(3) Share good ideas to make first years feel welcome (practical)	Prepare some examples	Sascha
13h15 – 13h20	Closing	Personal story	Wynand
13h05 – 13h15	Feedback		Tarina Wayde
13h20 – 13h30	60s Selfie: What I now know that I did not know?		Pieter
13h30 – 13h45	2DO – explanation		Leslie

Why?

Innovation

Explain that power hierarchical structures could work efficiently in production. Today's economy asks for knowledge and innovation. Power hierarchical structures prevent that. Include the culture that we want to establish.

Can refer to where power hierarchical structures in business originates from: Frederick Winslow Taylor paper in 1911: Scientific Management.

Also see how it differs from today: http://www.mindtools.com/pages/article/newTMM_Taylor.htm

'Unboss'

See literature attached - A

Share about management practices of the future:

<https://www.youtube.com/watch?v=TVX8XhiR1UY>

<https://www.youtube.com/watch?v=K3- IY66tpl>

<http://larskolind.dk/unboss/>

Vision 2030

Explain that through the vision 2030 the university chooses to be value driven and want to be inclusive, innovative and future focused by 2030. We want to do this by establishing a welcoming culture and transform in a community that value all it's members.

We can only achieve this if we live a value driven life. The values that we would want to conduct ourselves by are: excellence, empathy, innovation, service leadership and share accountability.

In afrikaans: Spel dit DUIME: Diensbare leierskap, uitnemendheid, medeverantwoordbaarheid en empatie. Jy kan sommer dat elke studente leier met 'n # op hul duime maak om dit te onthou.

<http://www.sun.ac.za/english/management/rector/Documents/Institusionele%20Voorneme%20en%20Strategie.pdf>

Elon Musk

http://www.biznews.com/undictated/2015/07/21/why-elon-musk-has-little-affection-for-the-brutal-land-where-he-grew-up/?utm_source=BizNews.com&utm_campaign=d58e12e886-Daily+Newsletter+15+July&utm_medium=email&utm_term=0_d5e2e8a496-d58e12e886-100568857

Higher Education

Transformational goals from the white paper (B). Explain the difference between the sovereign parliament we had before 1994 and the constitutional democracy and value driven system we have now. The constitution rules not the majority. Refer to the different barriers that need to be overcome.

http://sun025.sun.ac.za/portal/page/portal/Administrative_Divisions/INB/Home/Documentation/Documentation_National/Education%20White%20Paper%203.html

How?

- Sit mixed at a table of six.
- Each table completes the template's first part (attachment C and D)
- Each table get a set of values – they must indicate how they would complete the first part in light of their values.
- Each table is given a profile of students they might receive.
- Tables divide in groups of 4 and explain to ResEd coordinators and primarii what they wrote on their template and why.

What?

Intro

The stakeholders: Tarina - within the residence/ PSO during welcoming (first years, seniors, mentor, hk, welcoming leader, resident head) Wayde – external – ResCoordinators, cluster conveners, SRC, mad2 committee, admin, academic, monitors, FVZS, ABR, student affairs etc.)

*Seniors (second year and up)

1. Each table receives a profile of HK members and seniors – discuss what each group is going to DO to get everyone on the same page. Communicate the why – how? Done why and how. What are they going to do so that all the stakeholders understand why they are doing it?
2. Each table shares what they are going to do so seniors understand welcoming and what it is the leaders wants to achieve within a value driven welcoming culture.
3. Share practical ideas about what to do to make first years feel welcome ex. Change the environment of a 'skakel'.

Attachments to be read

- A. Unboss
- B. White Paper
- C. Welcoming example
- D. Welcoming blank
- E. Wat is 'n goeie en wat is onaanvaarbare verwelkoming

