

Finding My Voice in a Complex Organization

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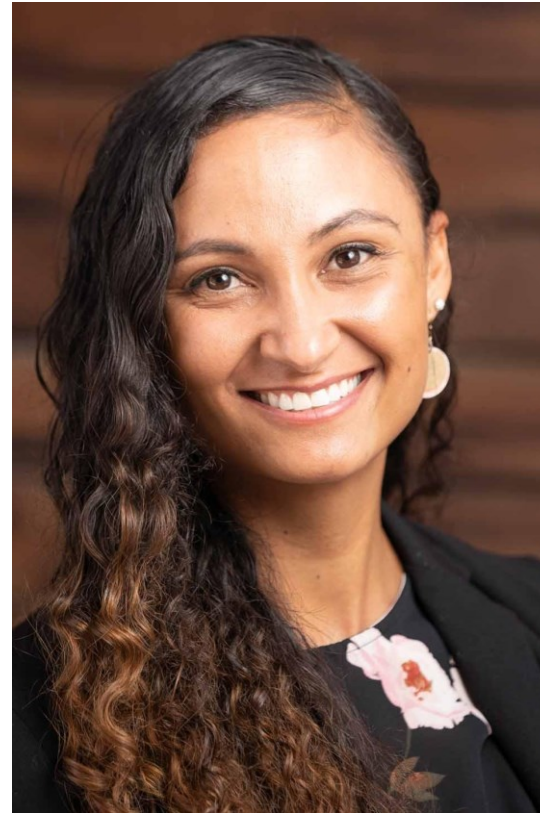
Team



Dr. Fatima Alleyne



Michael Mansfield



Claire-Marie Kooi



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Session Goals

Find My Voice

Activate My Power

Define My Career Goals

Identify My Current Skills and Competencies

Identify Strategies to Step into My Desired Reality

Develop My Cultural Competencies

Practice Skill-Building

Provide Resources

What does it mean to *find my voice and activate my power*?

Finding my voice is about gaining a solid sense of myself and how I want to function and be perceived. *Activating my power* is putting that into action – holding myself to an agreement to be the person I want to be.



Social Location



Time Management



Personal Mission Statement

Career Planning



Name the Gap and the Plank to Walk

Teamwork

Leadership

Technology

Communication

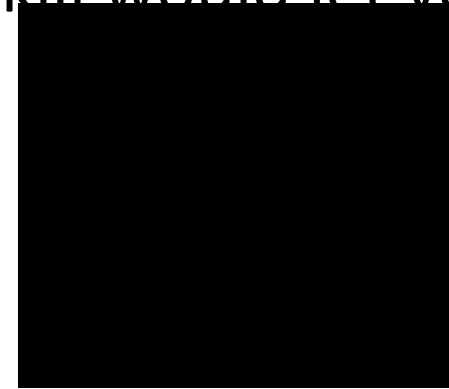
Analytics

Innovation

Other? _____

1. What is the name of the gap?

2. What skill would let you cross over?



Skill Example: "I would like to be more confident in my communications and need to learn how to speak up in the moment and share my ideas."

Role Example: Advisor to Manager? Advisor II to Advisor III? Analytics!

3 people -- 3 minutes each -- using the form -- name gap and skill need

Mind the Gap -- Skills and Competencies



1. Teamwork
2. Leadership
3. Technology
4. Communication
5. Analytics
6. Innovation
7. Other _____

In one or two words, share the skills and competencies you identified as the ones to be developed to reach your desired future reality.

Go to [menti.com](https://www.menti.com)

Enter code 7024 9580



CONGRATULATIONS!!!!
YOU'VE JUST COMPLETED A GAP
ANALYSIS!

Intent vs Impact in Communication

Organize your thoughts beforehand

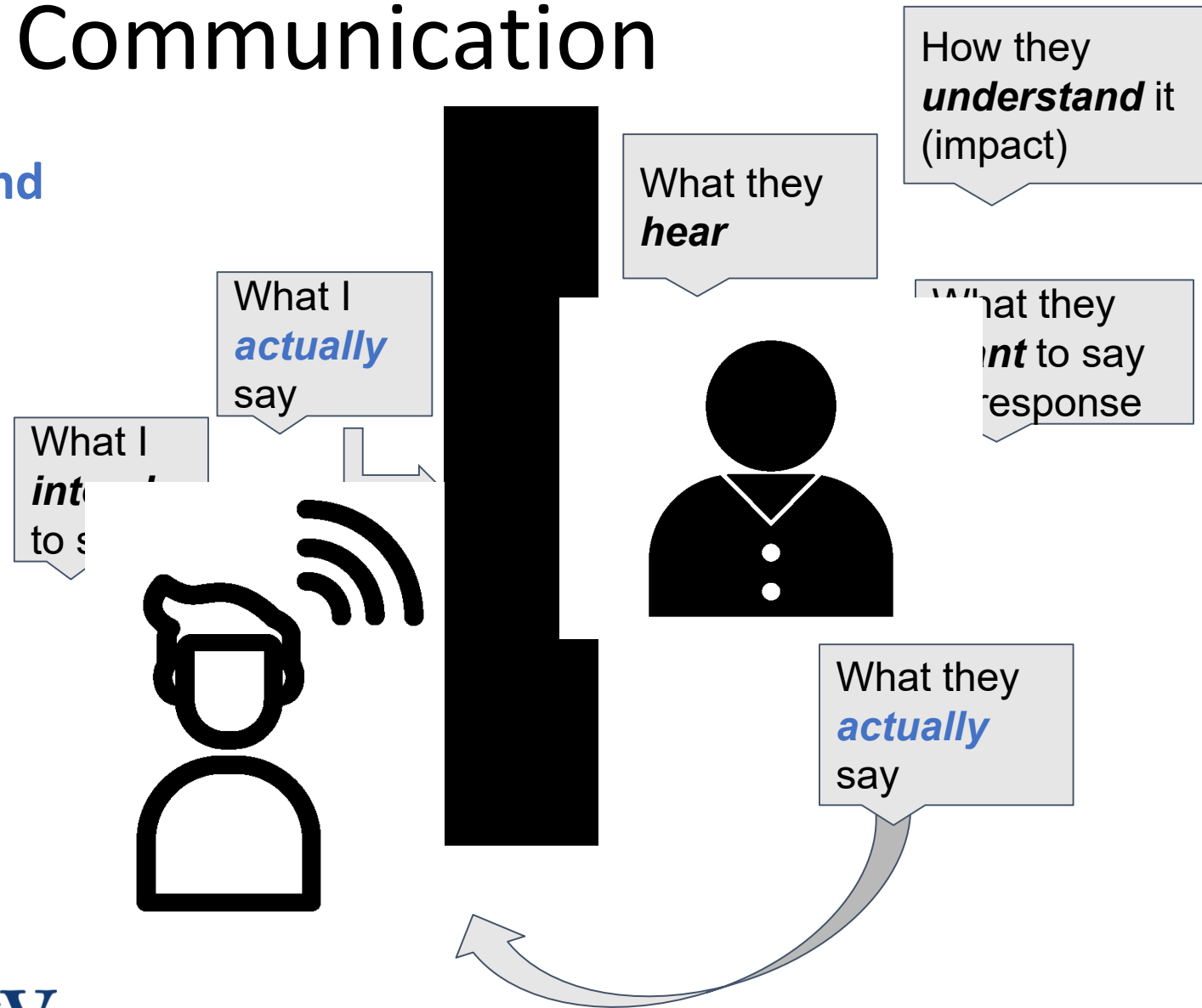
- What do you want to say?
- How will it be perceived?

When the answer is “no”

- It is important to say no
- Boundaries, limits, integrity & mutual respect

Prioritizing work

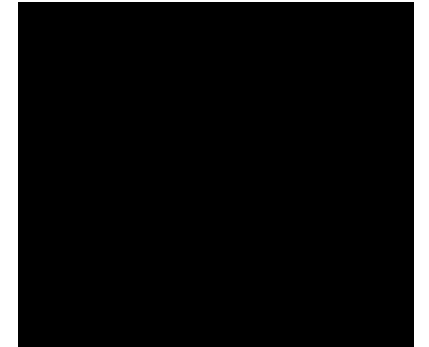
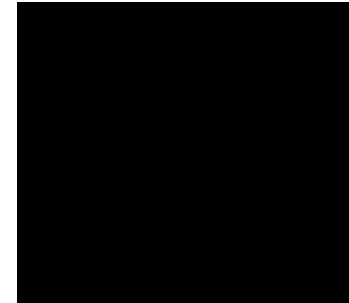
- That you have been given
- That you give to others



Cultural Awareness Becomes Cultural Competence

In your group of 5, discuss how your cultural awareness changes if the person below, who is speaking to you,

- is younger/older than you?
- is a different race/culture than you?
- is a different gender than you?



Groups 1-5 -- A

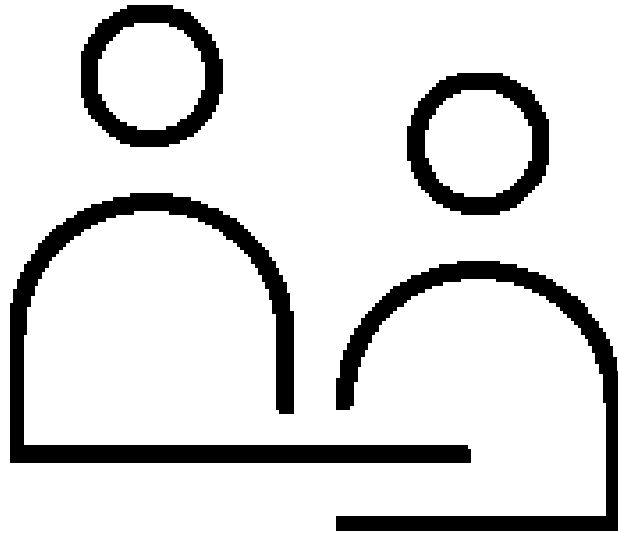
Groups 6-10 -- B

Groups 11-15 -- C

- A. Manager says:** “Would you have time to run these reports for me right now?”
- B. Colleague says:** “Haven’t seen you much recently. Is everything going ok?”
- C. Mentor says:** “Why didn’t you cancel if you aren’t prepared to meet today?”

What changes each time and how does it impact the interaction?

Building Your Community Through Mentorship



1. Roles of Mentors and Mentees
2. Finding the RIGHT Mentor
3. Voicing Your Needs

Strategies

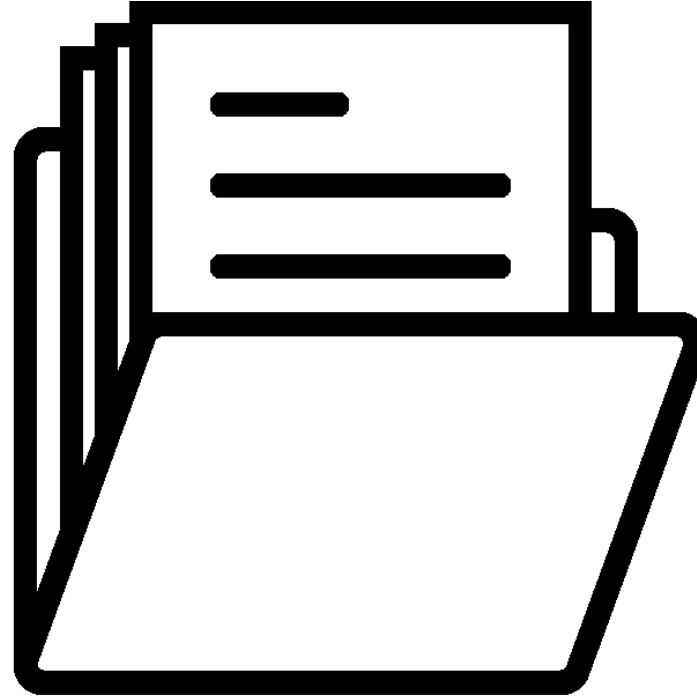
Join professional organizations - ask them about their approaches, systems, or solutions and assess the relevance to your goals.

Look for opportunities to gain experience working with people from different backgrounds and have different experiences.

Volunteer to lead a project or role in an area where you have less experience.

Find a mentor who demonstrates very strong skills in analyzing issues and solving problems creatively.

Resources

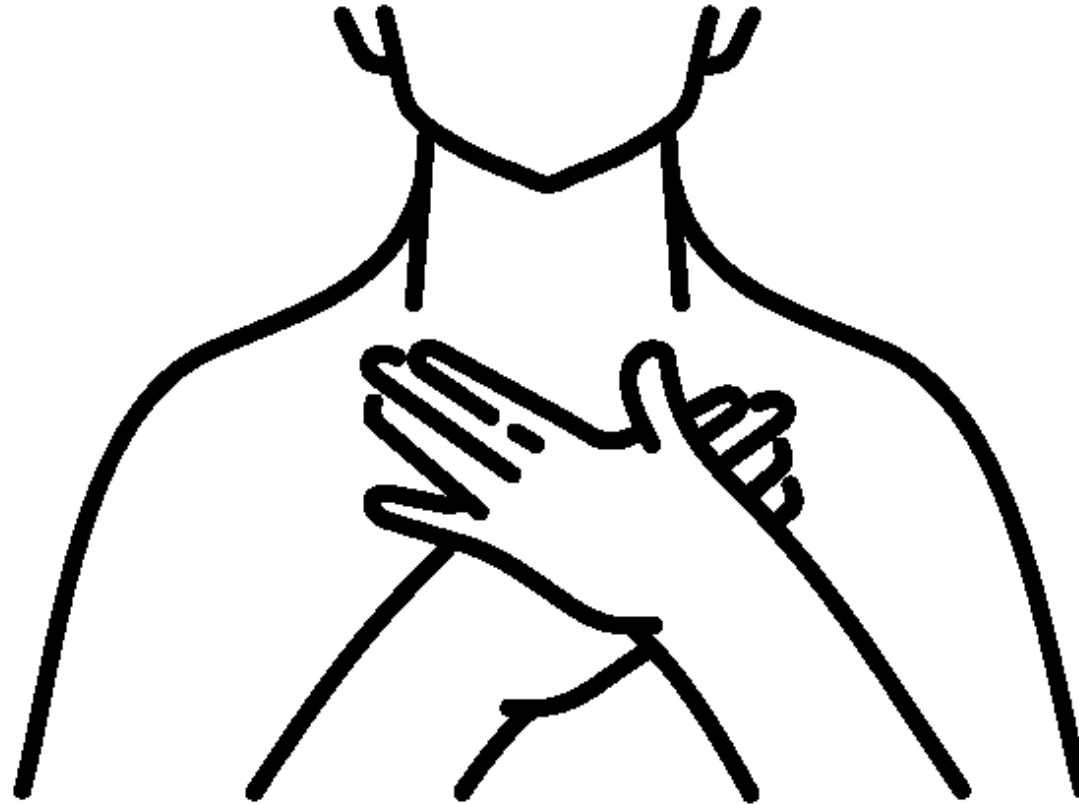


<https://drive.google.com/drive/folders/1uTtYrGUV7ZS52WzjsIFiW9K9HUtiTGlc?usp=sharing>

Thank Y

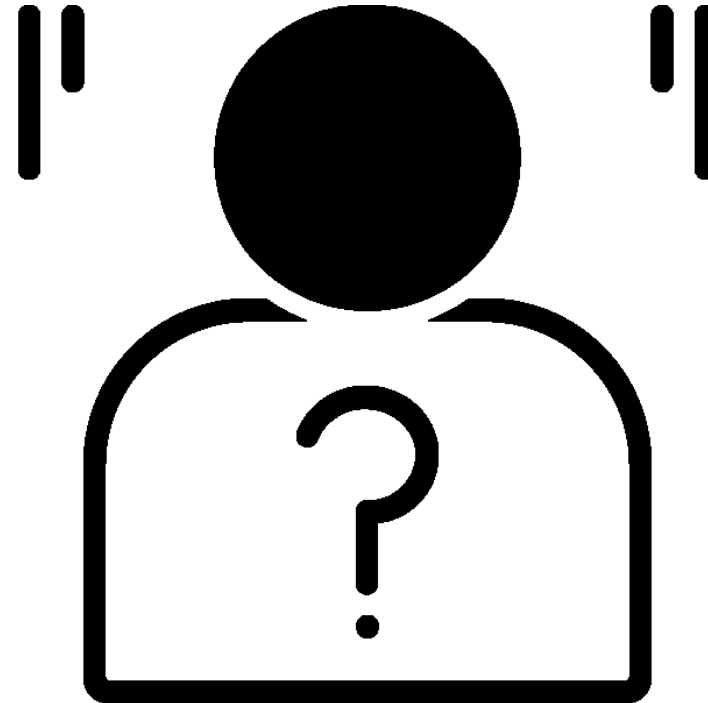
YOU

ARTISTS OF
NOUN PROJECT



NOW
CONFERENCE
ORGANIZERS

Questions



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