

# THRIVING & INNOVATION EXECUTIVE RETREAT



COLLEGE OF  
**CHARLESTON**



# A BOLD VISION

Be a **transformative national university** redefining education through innovation across three interdependent pillars:

- **Student experience & success**
- **Academic distinction**
- **Employee experience & success**



# GROUND RULES

- 01 Care for Your Wellbeing
- 02 Be Aware of Ouch & Oops
- 03 Show Up Fully
- 04 Honor Confidentiality

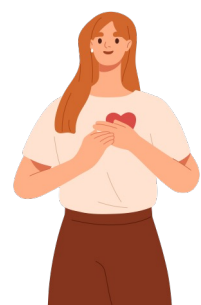


# OBJECTIVES

- 01 You **align around the vision** and the realities shaping the future of the College.
- 02 You **recognize thriving as a strategic enabler of innovation and institutional excellence** and your role in stewarding the conditions necessary to achieve it.
- 03 You **commit to engaging in a shared journey of leadership and culture development** designed to strengthen the College's capacity to thrive and innovate.



# OUR APPROACH



ME



WE



WORK

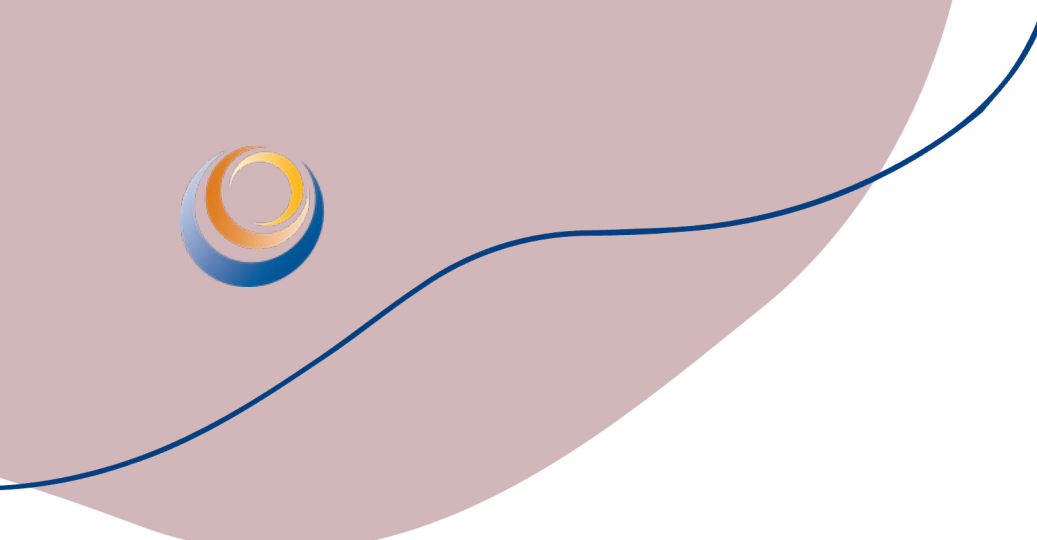


# WHY THRIVING?

**Innovation is resourced  
by thriving.**

**Innovation is fueled  
by collective wisdom.**

**Innovation begins with  
noticing. So does thriving.**



# OUR VISION OF INNOVATION

If the College of Charleston became **a model of innovation** in this pillar, what would students, employees, alumni, partners, and the community notice?

**1-STUDENTS**

**2-EMPLOYEES**

**3-ACADEMICS**

Where do we already observe these outcomes happening at the College of Charleston?



# LEADING INNOVATION REQUIRES **CAPABILITY**

Imagine it's five years from now...

Across higher education, people are saying that the College of Charleston has become one of the **most innovative universities in the country...**



# BUILDING OUR CAPABILITY FRAMEWORK

**IMAGINE THE FUTURE** What capabilities would we demonstrate?

**BUILD OUR FRAMEWORK** When we're at our best, what would this capability look like?

**ASSESS OUR CAPABILITY TODAY** How important is this capability and to what extent do we demonstrate it now?

**OUR SIGNATURE CAPABILITIES** What 2-3 capabilities are key for the SLT to lead innovation?



# LEADING INNOVATION REQUIRES CAPACITY

Do we have the capacity—the time, attention, energy, focus, wellbeing, trust, bandwidth—to consistently **bring our leadership capabilities to life?**



# WHERE YOU ARE NOW

What feels most important to you at this stage of life?

What is asking the most of you right now?

What helps you maintain the capacity to lead with vitality, effectiveness, and growth?



# WHERE WE ARE NOW

At this stage, what feels most important is...

What is asking the most of us now is...

Our capacity to lead is strengthened when...



# MAKING IT PERSONAL

1 year from now: *“Participating in this effort was one of the most worthwhile investments I’ve made.”*

What would be different about you as a leader and as a whole person?

## PEER COACHING GROUND RULES:

- Your partner is creative, resourceful, and whole.
- Listen deeply.
- Get curious.



# WHERE WE'RE HEADED

The first phase of a  
three-year strategic journey...



# PHASE ONE 2026-2027

## Insight & Group Sessions

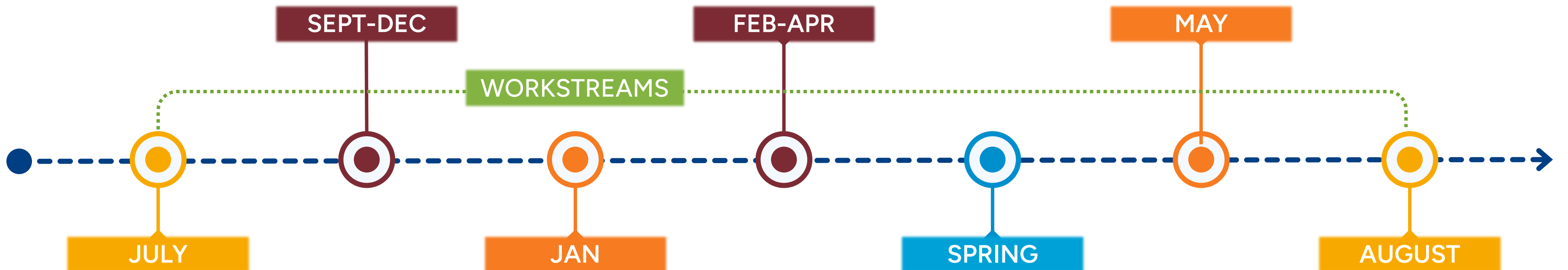
Leadership Assessments, Culture Discovery Assessment, and Two 90-Minute Group Sessions

## Group Working Sessions

Three 90-Minute Group Working Sessions

## Working Retreat

1-Day Working Retreat for Senior Leadership Team



## Kickoff Retreat

2-Day Working Retreat for Senior Leadership Team

## Working Retreat

1-Day Working Retreat for Senior Leadership Team

## Thriving & Innovation Lab

Curated Activities to Engage 25 Faculty, Students, Senior Leaders, and Board Members

## Leadership Council Retreat

2-Day Working Retreat for the Senior Leadership Team and Direct Reports

## Ongoing Culture Reinforcement

Executive & Peer Coaching, Ongoing Pulse Checks, Executive Sponsorship, Strategic Communications



# INSIGHT & REINFORCEMENT

Be Well Lead Well Pulse®

Executive & Peer Coaching

Leadership Circle Profile

Regular Pulse Checks

Culture Discovery Assessment

Executive Sponsorship

Innovation Workstreams

Strategic Communication



# NEXT STEPS

- 01 ME** Choose 1 practice to support thriving & innovation for you.
- 02 WE** Choose 1 practice to support thriving & innovation as a team.
- 03 WORK** Engage in 1 (or more) of the three workstreams.  
Share this initiative with your teams.

# THANK YOU!

The future of the College of Charleston depends not only on what you do, but on **how you learn to see, relate, lead, and grow together.**



COLLEGE OF  
**CHARLESTON**