

CULTURE DISCOVERY WORKSTREAM



COLLEGE OF
CHARLESTON



OUR VISION

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

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



OUTCOMES

We understand **where our culture is today** based on insights collected from across the College using Wisdom Works research-based culture survey.

We **supported ourselves and each other's wellbeing** in how we worked together.

We presented our findings at the **January 5-6, 2027 Executive Working Retreat.**



HOW WILL WE WORK?

How we work is as important as the work that gets done. Consider these questions as you determine how you'll work together.

When will we meet and how will we communicate?

How will we support ourselves and each other to thrive?

How will we distribute the workload over the coming months and between all members?



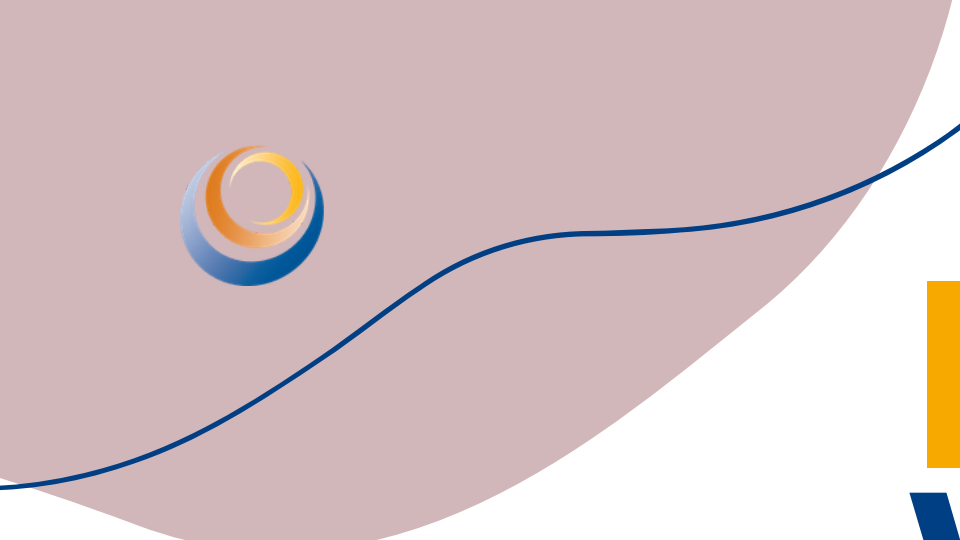
THRIVING PRACTICES TO CONSIDER

START WITH A CHECK-IN: Ask, What's your energy like today? How are you arriving?

ASK ABOUT THE HOW & WHAT: In addition reviewing tasks, ask how can we accomplish this in a way that enables us to thrive?

TAKE A COLLECTIVE BREATH: Begin with three deep breaths together or pause for a breath if energy decreases or tension rises

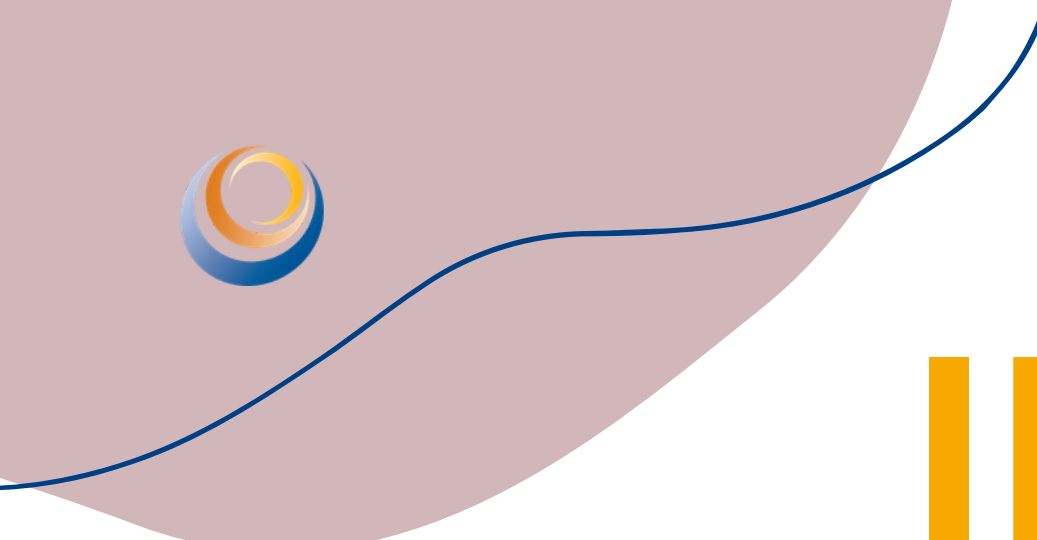
TURN TO WONDER: Bring curiosity to conversations by exploring different perspectives or viewpoints



INNOVATION BEGINS WITH NOTICING

Remember, thriving leaders recognize that wisdom is distributed across the system—not concentrated in one person or department. And that by engaging those who will influence or be affected by the work early on, we build trust, buy-in, and shared ownership.

What stakeholders should we gain input from to achieve our outcomes and how will we engage them?



INPUT CHECKLIST

- 01 Wisdom Works Team and their research-based culture survey
- 02 Your fellow SLT colleagues, specifically President Hsu who has expressed a passion for this workstream
- 03 Your Shared Thinking from the July Retreat



KEY DATES

AUGUST 20: Review the culture survey with the Wisdom Works Team and determine implementation timeline by August 20th.

SEPTEMBER 16: Provide update on progress to Wisdom Works.

NOVEMBER 3: Schedule pre-retreat call with Wisdom Works.

JANUARY 5: Present outcomes during the Executive Working Retreat.

“It is **extraordinary leaders** who recognize that who we are now and what got us here today, as successful as that is, may not be what is needed to succeed in the future.”

—Dianne Culhane, Former Vice Chair Board of Governors, School of Business, College of Charleston



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