

INNOVATION LEADER FRAMEWORK 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 defined the capabilities the Senior Leadership Team embodies to **lead thriving and innovation sustainably** across the College.

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

We presented a leadership innovation framework 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?



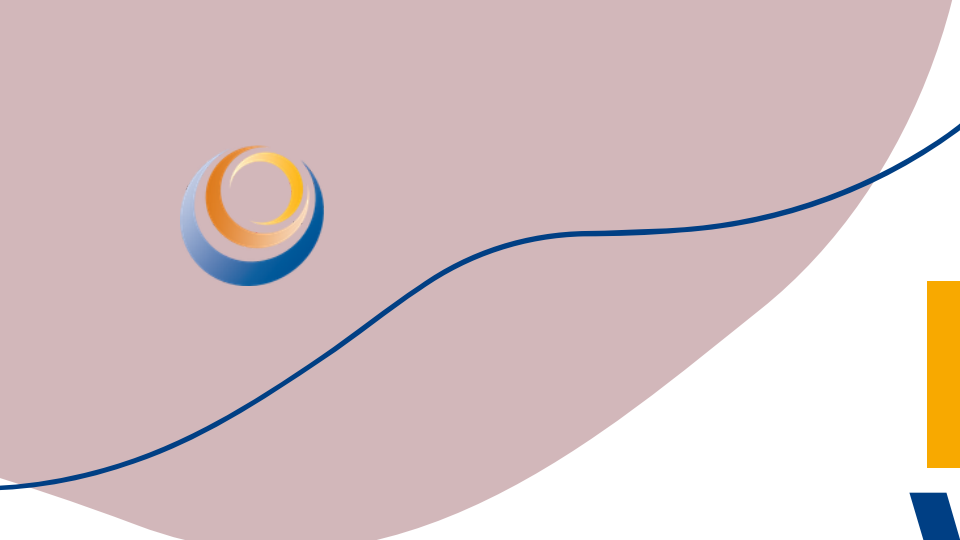
THRIVING PRACTICES TO CONSIDER

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

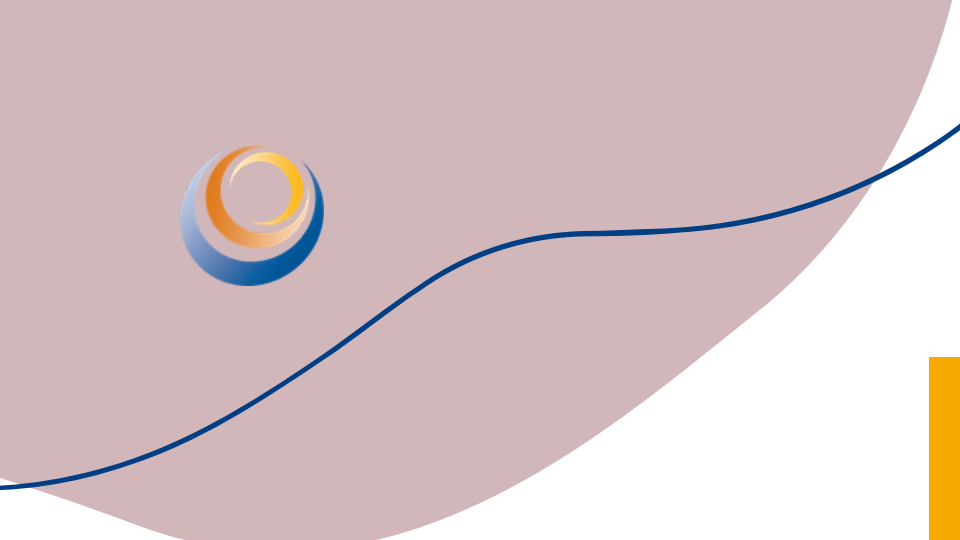
TURN TO WONDER: Bring curiosity to conversations by exploring different perspectives or viewpoints



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 Your Shared Thinking from the July Retreat
- 02 Your fellow SLT colleagues, specifically Suzanne Austin who has expressed a passion for this workstream
- 03 Internal and external stakeholders from across the College
- 04 Wisdom Works' Anatomy of a Thriving Team resource on the essential elements of flourishing teams



KEY DATES

AUGUST 17: Send Wisdom Works update on how you will work and any questions you may have.

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.

“We believe developing **teams that thrive** releases the human drive for excellence, creativity, and **wisdom** needed to meet the challenges in our organizations and world today.”

—Renee Moorefield, Wisdom Works CEO



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