

# ModernThink

WE HELP COLLEGES & UNIVERSITIES BECOME BETTER PLACES TO WORK & LEARN.



## The First 90 Days

The presidential listening tour has become a standard tool to encourage constituent feedback and set the stage for ongoing campus dialogue. Your focus on visibility, interactions, and relationships is a key component in establishing solid communication early on in your tenure.

As a function of the work and research that ModernThink conducts, we can be particularly helpful with presidential transitions by supporting incoming leadership with some form of organizational assessment or environmental scan. It can be a very intentional component of a new leader's first ninety days, and a proactive means to fast-track the learning curve in a new environment.

## A Transition Survey...

- Assists with your successful onboarding and orientation
- Provides a baseline assessment to inform your immediate decisions and strategies
- Equips you with valuable communication tools and lays the groundwork for initial conversations
- Uncovers any immediate risk management areas
- Establishes your leadership philosophy
- Demonstrates your ownership of the stewardship of the culture

Contact ModernThink at [solutions@modernthink.com](mailto:solutions@modernthink.com) to discover how you can leverage feedback to improve workplace quality, engagement and overall outcomes.

# ModernThink

2 Mill Road, Suite 102  
Wilmington, DE 19806  
[ModernThink.com](http://ModernThink.com)  
888.684.4658

# Presidential Transition With ModernThink:

## Phase I – Needs Assessment Conversation(s) (phone or in-person)

A ModernThink Senior Consultant will meet with you, either via phone or in-person, to discuss your transition and what you would like to accomplish during your first 90 days, six months and first year on campus. Together, we will formulate a plan designed to support your specific transition needs.

## Phase II – Survey Design, Communication and Administration

Next, ModernThink will draft customized surveys we feel will best solicit anonymous feedback from all parties, and then administer the survey. The survey can be sent to both on-campus (i.e. faculty, staff, student leaders) and off-campus constituencies (i.e. alumni, donors, community leaders). We will partner with you to develop communications before, during and after the survey launches.

## Phase III – Reporting, Advising and Ongoing Support

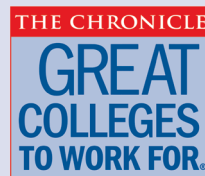
ModernThink will play an important role after the survey by taking your constituent feedback, synthesizing and analyzing the data, and presenting it to you in a format that adds value to your initial decision-making on campus. The data is presented as key themes that will provide you with insight into relationships, culture, perspectives, communication styles, trust, leadership, shared governance and fairness.

“ One of the most important elements in a presidential transition is organizational culture. Culture drives daily behavior, organizational thinking and decision making. A new president must understand the elements of the campus culture, both to leverage it and, when necessary, seek to change it.”

*Presidential Transitions: It's Not Just the Position, It's the Transition* by Sanaghan, Goldstein and Gaval

## Our Work at ModernThink

ModernThink is a nationally recognized expert in higher education climate and engagement research and organizational development. ModernThink has successfully supported a wide variety of institutions with listening tour assistance, engagement initiatives, faculty, staff and student surveys, benchmarking comparisons, gap analyses, strategic planning, risk management, recruitment and retention tools, and accreditation documentation.



In 2008, ModernThink partnered with The Chronicle of Higher Education to co-found the Chronicle Great Colleges to Work For® program, a workplace recognition and research program designed exclusively for colleges and universities. As part of the program, faculty and staff are surveyed using the ModernThink Higher Education Insight Survey®. With over 1,000 unique participating institutions to date, ModernThink has accumulated an unparalleled database of higher education benchmarking statistics and best practices.

# ModernThink

2 Mill Road, Suite 102  
 Wilmington, DE 19806  
 ModernThink.com  
 888.684.4658