

2-15-2005

## The Troubadour, Issue 28 (February 15, 2005)

Cardinal Stritch University

Follow this and additional works at: <https://digitalcommons.stritch.edu/troubadour>

---

### Recommended Citation

Cardinal Stritch University, "The Troubadour, Issue 28 (February 15, 2005)" (2005). *Troubadour*. 13.  
<https://digitalcommons.stritch.edu/troubadour/13>

This Book is brought to you for free and open access by the Newsletters at Stritch Shares. It has been accepted for inclusion in Troubadour by an authorized administrator of Stritch Shares. For more information, please contact [smbagley@stritch.edu](mailto:smbagley@stritch.edu).

# THE TROUBADOUR

February 15, 2005

Issue 28

## Group gathers to explore tools needed to make vision a reality

*“Relationships are all there is. Everything in the universe only exists because it is in relationship to everything else. Nothing exists in isolation. We have to stop pretending we are individuals who can go it alone.”*

That quote from author, consultant and speaker Margaret Wheatley set the tone for an immersion learning day last Friday at the Motherhouse. A group of about 60 faculty, staff and administrators from across campus – including the Minnesota Region – gathered to learn about “the tools that will allow us to move ahead and make changes in our culture that are needed to realize our vision,” according to Vice President Peter Holbrook, who is overseeing the process.

The day began with Holbrook presenting a framework for a Franciscan learning community. He stressed that the foundation for being Franciscan is to understand that God created all things and that everything God created is in relationship to one other. “I have stopped talking about the values pretty much”, he said, “and instead say I am a Franciscan. It is about being a Franciscan at your soul.”



Holbrook reviewed the Franciscan values of *fraternitas*, *mutualitas* and *minoritas* (fraternity, mutuality and minority). In a Franciscan context, *fraternitas* means having a common or shared life based on brotherhood with one another through Christ, our brother, he said. *Mutualitas*, Holbrook said, stresses relationships and conversation as means of truly being with one another, knowing and meeting each other’s needs. It involves the sharing of the heart as well as the sharing of roles. *Minoritas* is the quality of being least among others, being a servant to everyone, he said.

Those in charge should serve, not be served; it is this value that calls us to be of service,” Holbrook said.

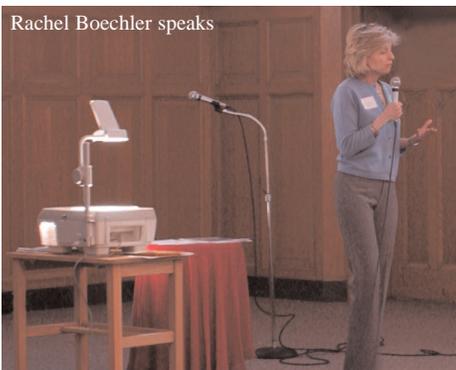
All these elements combine in a Franciscan learning community, he said, to foster the sharing of power, authority and decision-making. Interactions need

to be based on mutual trust and tolerance, and individuals should have a commitment to continuous improvement as well as a clear focus on results.

In a presentation on chaos theory, Peter Jonas, chair of the Doctoral Program, said that organizations must be fluid and without boundaries. As scientists have observed connections among seemingly discrete parts that are widely separated in time and space, so are relationships between people and organizations connected and crucial, Jonas said. And in strategic planning, we need to stop describing tasks, facilitate processes and understand that the “power in organizations is the capacity generated by relationships.”

Much of the rest of the day was based on writer and strategist Peter M. Senge’s “Five Disciplines for a Learning Organization,” which, Holbrook said, can “provide the tools to enhance our capacity

Rachel Boechler speaks



## Vision, cont'd from Page 1

to think.” Facilitators from the College of Education, including Jonas, Tia Bojar, Rachel Boechler, and Kristine Kiefer Hipp as well as Holbrook and Linda Plagman, executive director of University Outreach, explored the disciplines. (*For more information on Senge and the learning organization, see [www.infed.org/thinkers/senge.htm](http://www.infed.org/thinkers/senge.htm)*)

The five disciplines are systems thinking, personal mastery, mental models, shared vision and team learning. Using information from the book, “The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization,” co-authored by Senge, the disciplines were explained in depth and participants shared ideas and worked to better understand them in small-group settings.

Systems thinking is described as a way of thinking about, and a language for, describing and understanding the forces and interrelationships that shape the behavior of systems. According to Senge, this discipline helps us to see how to change systems more effectively and to act more in tune with the larger processes of the natural and economic world.

Personal mastery is learning to expand our personal capacity to create the results we most desire as well as an organizational environment that encourages all its members to develop themselves toward the goals and purposes they choose.

Shared vision is building a sense of commitment in a group by developing shared images of the future we seek to

create and the principles and guiding practices by which we hope to get there.

Mental models involve reflecting upon, continually clarifying, and improving our internal pictures of the world and seeing how they shape our actions and decisions.

Team learning involves transforming conversational and collective thinking skills so that groups of people can reliably develop intelligence and ability greater than the sum of individual members’ talents.

At day’s end, participants said they valued the information received and were



Sr. Mary Lea talks with Linda Heilman

happy to once again have the opportunity to join with colleagues, to get to know each other better and to work at understanding what is necessary to make the vision a reality.

Twenty-one people who attended the immersion learning day are members of the University’s core planning committee, which is working on strategic planning that will mesh with the vision. Those groups are focusing on five areas: students, relational culture, Franciscan culture, learning community and organizational systems. They will continue to meet over the next several months, and information will be shared with the campus community as the process moves forward.

## COB opens new Kenosha site

Tuesday evening, Feb 1, marked the first classes held at College of Business’ new site in Kenosha. The new location will serve students seeking associate’s, bachelor’s, and master’s degrees, said Carol Drury, associate dean for the Wisconsin Region.

Cindy Byron-Lauwasser is the full-time manager and academic counselor at the site, which has eight classrooms currently holding about 150 students. In addition, an on-site enrollment counselor will be starting soon.

Among the perks at the new site are various technological enhancements that make life a little easier for students, faculty, and staff. There is a computer lab with six machines, and each classroom is equipped with wireless Internet and “smart boards,” which look similar to wall-mounted whiteboards. Each smart board is essentially a touch-screen projector unit hooked up to a computer, eliminating the need for a keyboard and mouse, explained Bob Simmons, associate dean of faculty services for the college. In an application such as Microsoft Word, for instance, one could simply write on the screen with the special markers provided and then save or print the document for shared use. “It really frees up faculty and students for a more interactive experience,” Simmons said.

The site, at 9080 76th St. in Pleasant Prairie (near Kenosha), has been a hit with students and COB administrators. “It’s great to have our own location,” said Drury, who pointed out that COB classes have been held in various hotel conference rooms in the Kenosha area for the past 15 years. That proved logistically frustrating and didn’t allow for the best service to students, she added.

“You can imagine our excitement at finally having a place to call home,” Drury said.

Students have been equally as receptive, sometimes outwardly so. Drury recounted the tale of one young woman who, after visiting the restroom during a class, returned to the classroom and exclaimed, “they have foam soap in there!”

*Tours of the site are available through Cindy Byron-Lauwasser at (262) 697-0251.*

The Troubadour supports the overall mission, goals, and objectives of Cardinal Stritch University, and is meant to serve as a communications tool for the campus community.

If you have feedback or story ideas, please contact Public Relations at [prept@stritch.edu](mailto:prept@stritch.edu).

**Copy**  
Linda Steiner and Brett Kell

**Design**  
Brett Kell

**Photography**  
Kou Vang and Brett Kell

**Want back issues of The Troubadour?**

Previous issues of The Troubadour can be found in StritchNet. After logging in, click on the Document Library, then click on All Staff to select the Troubadour link you wish to view.