

ADVANCING COLLEGIALITY at the Case School of Engineering

A Group-Coaching Leadership Development Program



Feedback from Faculty Participants

*"We can use this venue to actually **make a difference**. It's encouraging to believe that we can make a difference in the climate. . . ."*

*"I find it helpful to hear **points of view** [from other faculty] that I'd never heard before."*

*"There is value in formalizing the concept that we spend a lot of time on **advocacy** and less on **inquiry**, and we would be better off to reverse those."*

*"I got a lot out of this session [by learning] about **how perceptions about people are based on likes and dislikes**, which affect judgment. How do we [communicate to our colleagues] that it's wrong to do many of the common practices that are not just in this university, but in academia [historically]?"*

*"It's nice to feel part of a group that has **the potential to accomplish so much**."*

*"I am finding these [group coaching sessions] to be taking on more intensity and am finding them **valuable, even in relation to my scientific and educational work**."*

*"I'm very taken with the '**Ladder of Inference**.' It's a terrific idea and even sitting in on this conversation, listening to the comments being made and responding to them, I try to mentally back myself down the ladder and ask 'where is the common ground here?' There may be something to this style of thinking that we can bring to the question of **how do we simply make life better for every individual who's here?** How do you create an environment that no matter who you are or where you come from you don't feel alienated or isolated or in some way limited because people around you put those kind of limits out there?"*

*"I learned the **importance of stepping outside oneself** and to be more aware of one's style of communication. . . ."*