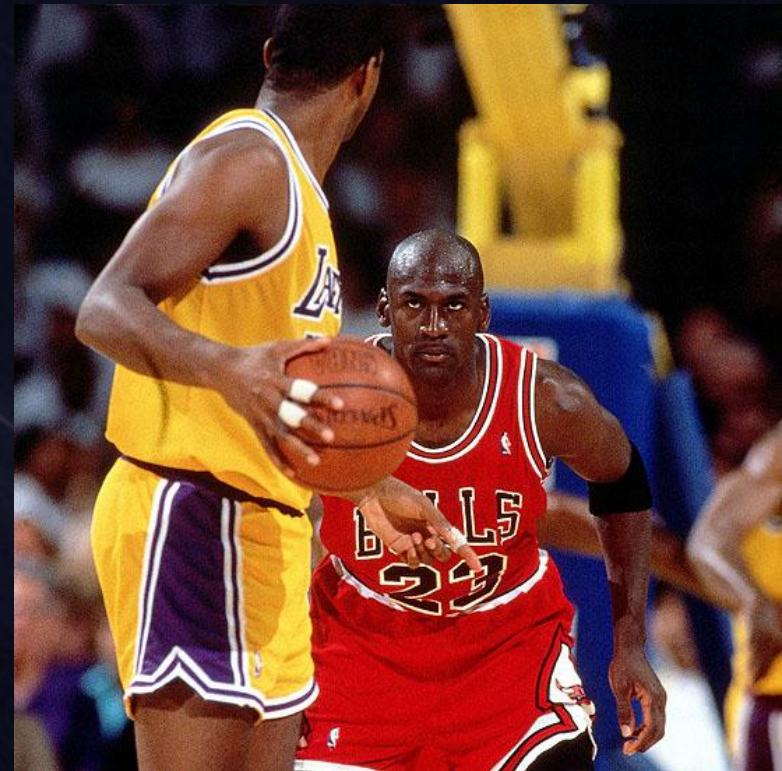


Principles for  
Making  
CHANGE  
Happen

Shonda Kuiper  
Grinnell College

Create a Passion Beyond the Daily Routine

# Create a Passion Beyond the Daily Routine



If you live out of discipline, people will admire you. If you live out of passion, you will be contagious.

-Bill Johnson



Create a Passion Beyond the Daily Routine

# Create a Passion Beyond the Daily Routine

If you want to build a ship, don't herd people together to collect wood and don't assign them tasks and work...



...but rather teach them to long for the endless immensity of the sea.

– Antoine de Saint-Exupery



# Create a Passion Beyond the Daily Routine

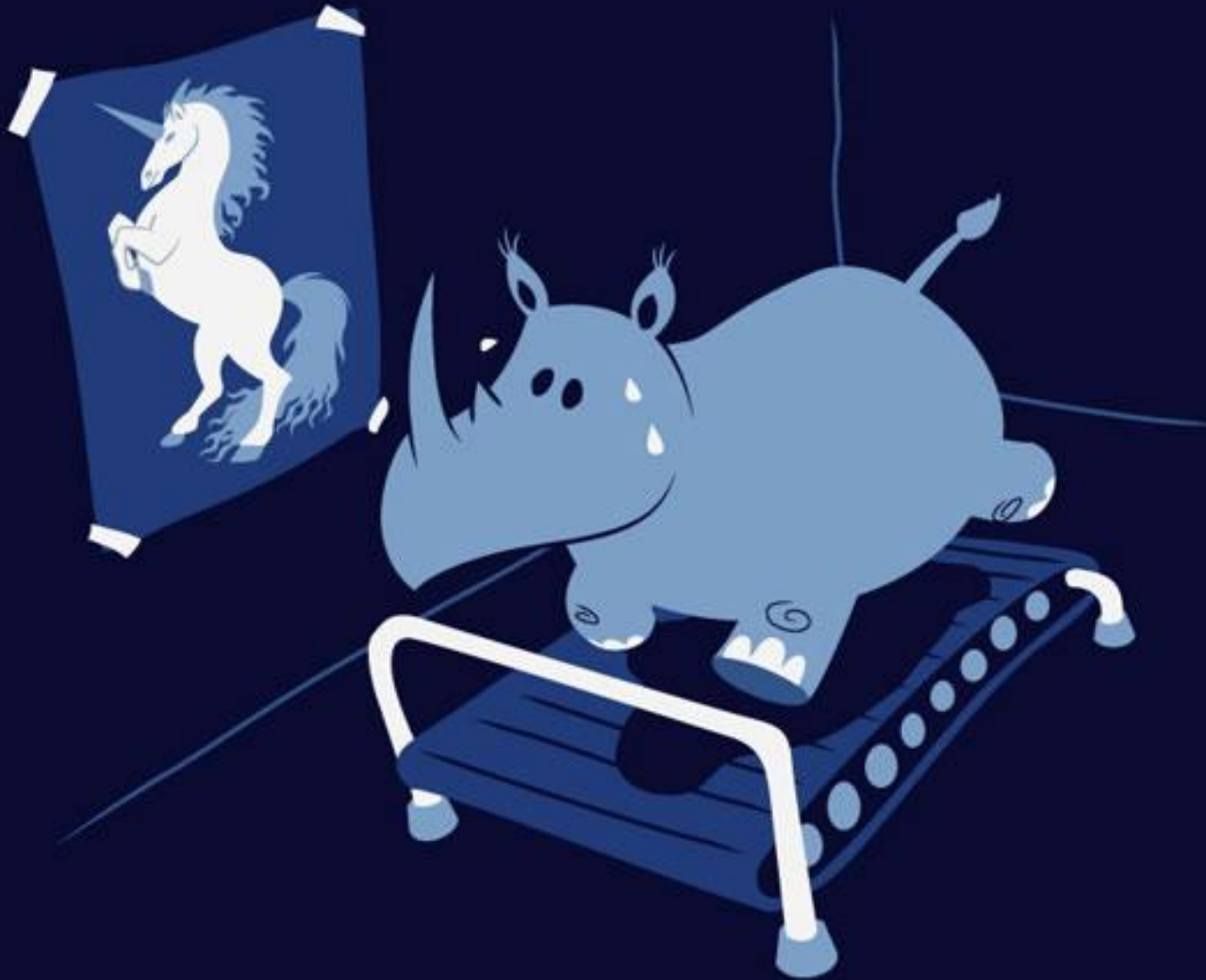
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# Create a Passion Beyond the Daily Routine



# Keep Goals Simple and Consistent



Clear focus

Don't get lost in the details



# People Must Invest in the Design

Here is the goal, how can we accomplish this?



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Here is the goal, how can we accomplish this?

General enough to allow flexibility (ownership)  
but specific enough that people can picture an  
action



# People Must Invest in the Design

Here is the goal, how can we accomplish this?

- Incorporate writing into the math/statistics curriculum
- We want to create an environment where a faculty member can take a reduced load if needed.

# All of the Responsibility, None of the Credit



# All of the Responsibility, None of the Credit





# All of the Responsibility, None of the Credit





# All of the Responsibility, None of the Credit





# All of the Responsibility, None of the Credit





# All of the Responsibility, None of the Credit

## ▣ Grinnell College

- Finding funds for course items, student employees
- Writing and projects in the curriculum
- Including student mentors in courses
- Restructuring courses/curriculum
- On-line learning at a liberal arts school

Create a Passion Beyond the Daily Routine

People Must be Involved in the Design

All the Responsibility, None of the Credit



Create a Passion Beyond the Daily Routine

People Must be Involved in the Design

All the Responsibility, None of the Credit