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# Finding Your Why: Developing Personal and Departmental Mission Statements

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- 1) Presentation Title: **Finding Your Why: Developing Personal and Departmental Mission Statements**
- 2) Presenter Information: Dr. Christopher J. Jochum, Chair, Department of Teacher Education, Fort Hays State University. ([cjjochum@fhsu.edu](mailto:cjjochum@fhsu.edu))
- 3) Presentation Theme: Leadership and Management
- 4) Presentation Type: Interactive Workshop
- 5) Abstract: In this interactive workshop, the presenter and participants will collaborate to learn how to identify their leadership style in order to develop a personal mission statement. Participants will also learn how to replicate this process with their faculty to develop a departmental mission statement, thus contributing to departmental culture and cohesiveness.
- 6) Keywords: Leadership development, mission statements, leadership philosophy, departmental culture, departmental cohesiveness
- 7) Presentation Description:

### **Overview**

Developing a positive, strong and cohesive departmental culture is a critical and essential element to overall organizational health, growth and success. At its core, an effective culture relies heavily on the extent to which all members clearly understand, articulate and apply the mission, values and purpose of the organization or department. In order to achieve this goal, the leader must first identify his/her mission, values and purpose and then work collaboratively with members of the department to develop a corporate or organization mission statement. In this interactive workshop, participants will learn how to develop their own personal mission statements through first identifying their leadership style and associated factors related to their decision to serve as leaders. Participants will then learn how to facilitate a similar process among their colleagues in order to develop a departmental mission statement. This will also provide participants with the opportunity to connect with fellow chairs, reflect, share ideas and ultimately renew both their personal mission and leadership philosophy as well as that of their respective departments.

### **Relevance**

Given the purpose of the conference, along with the related theme (Leadership Management), this session is relevant to all chairpersons as it will provide them the tools to first develop or refine their personal leadership philosophy and mission statement as well as learn how to lead their departments in a similar process. This interactive workshop will be relevant to both novice and experienced chairpersons.

**Presentation focus**

This interactive workshop will provide participants with an efficient, yet robust form of leadership development that they can apply to themselves immediately and, most importantly, share and implement with their department. The workshop will be highly interactive and practical as the presenter has successfully gone through this process with his/her own department and has also trained other chairs and departments to do the same.

**How the audience will be involved**

Workshop participants will be actively engaged throughout the presentation, with each other and with the presenter. Although there will be formal information presented, the overall structure will encourage an ongoing dialog within the presentation. In addition, participants will be asked to work with each other to share their experiences and prominent takeaways from the presentation. The primary objectives will be for participants to (1) create their personal mission statement (related to their leadership philosophy) and to (2) be equipped to lead their department through a similar process in order to develop a strong and cohesive departmental culture.