

The **2014-2015 academic year *Connectivity Series* included:**

Navigating Departmental Politics – The Michigan Players – December 11

The CRLT Players visited RIT with their acclaimed production of Navigating Departmental Politics. A touring theatre company housed in the Center for Research on Learning and Teaching at the University of Michigan, the Players create research-based performances that examine current issues in higher education. Using a range of innovative theatrical techniques, the Players' performances engage faculty, graduate students, and university administrators in critical reflection, respectful dialogue, and problem solving.

Moving Past Gender Differences in Negotiation – February 11

This seminar was designed to allow participants to understand what is known about gender and its role in negotiation performance. The topics covered included the triggers of gender differences in negotiated outcomes, as well as strategies and techniques that can be used to overcome the gender gap in negotiation performance.

The content encouraged:

1. Understanding of general patterns of gender effects in negotiation performance.
2. Understanding of individual and situational factors that can exacerbate gender differences in negotiation performance.
3. Acquire techniques/strategies for value creation and value claiming.

Communicating with Confidence – You Have to Give a Talk? – March 31

Who really likes to stand up in front of peers and present? As professors, you are fairly comfortable with your students, but what happens when we are with others who may know more than we do about a topic? What if our goal is to persuade and convince them of an idea and need them to commit time, money, or resources? The stakes are high.

This session provides techniques on:

- Planning and preparing a presentation.
- Focusing a presentation so that it captures and holds the audience's attention.
- Differentiating between need-to-know and nice-to-know information.
- Devising an interesting opening.
- Developing an effective platform presence.
- Using body language to create a positive reaction.
- Using your voice to convey authority and enthusiasm.

Communicating with Confidence – Get to the Point! Writing Effective Emails and Reports – April 21

Too much time and money is wasted today because information is not effectively communicated. We spend our time crafting the message or trying to decipher it. In this practical, interactive session, you will learn techniques on how to write more effective and focused communications.

This session provides techniques on:

- Organizing the writing task.
- Identifying primary information and directing readers' attention to it.
- Arranging facts for maximum impact.
- Writing action-getting letters and emails.
- Writing direct and concise messages.
- Sharpening personal writing style to create a strong, effective presence.
- Structuring a coherent proposal.
- Communicating your research clearly, concisely, and confidently.

In today's fast-paced environments, we cannot afford to underestimate the power of the written word.

Changing Organization Culture in STEM Fields: a Woman's Practice and Leadership Perspective – April 23

The change of an organization's culture which reflects a diverse participation in STEM fields can (and should) be driven by both bottoms-up and top-down approaches. This discussion will include reflections, from a woman's perspective, on a 30+ year career in STEM fields where significant organizational culture change occurred. Specific experience from technology practice situations and technology leadership situations will be discussed as examples to demonstrate how both approaches help to move the culture in sustainable directions to increase both the participation and satisfaction of women scientists. The shared examples will include the following:

- Individual as individual – breaking the organization's paradigm
- Individual as pioneer – raising the organizational bar
- Leader as pioneer – setting a standard and expectation framework
- Leader as example – implementing effective (possibly different) leadership styles
- Leader as role model, mentor and sponsor – reaching back

Communicating with Confidence – Oh No! Not Another Meeting! – April 28

Who really enjoys going to meetings these days? Not many do. But why? In today's business settings, our calendars are filled with meetings, but instead of helping us accomplish our work, meetings usually are a waste of time. Instead of placing the responsibility solely on the Chairperson, we propose that some of the issues with ineffective meetings lie with the participants.

This session provides techniques on:

- Being a productive meeting participant.
- Presenting information so your message is heard and can be acted on.
- Keeping the meeting on track as a Chairperson.
- Learning how to delegate tasks to appropriate people.
- Recording and writing the minutes.
- Using meetings as networking opportunities.