



## **Case Study 1: Large Scale, Inclusive Vision**

### **Context**

A faculty of 400 staff within a major UK University. The University wants to move up the ranking as a world class University.

### **What they wanted**

- To develop a clear and shared long term vision
- To include staff and students in building the vision
- To gain commitment to work towards the vision

### **What we agreed to do**

- We trained a core group of 40 people drawn from all levels of the faculty in Appreciative Inquiry interview techniques
- The core group then interviewed 400 staff to find out what was working well and what people saw as the future
- We facilitated a 2 day Summit of the 40 interviewers who defined the shared vision and the focus areas for change

### **Outcome**

The faculty has a clearly defined vision and has implemented changes they agreed with for instance Research and Teaching now at Faculty level. Faculty members are now engaged in the change process and we continue to provide input where needed. The Faculty has achieved excellent results in the recent research assessment exercise and gained additional funding as a result.

### **Pro Vice Chancellor**

*"We know we can trust the professionals – Summerhouses, what we achieved over 2 days would have been unimaginable at the start of the process!"*

***We respect the confidentiality of our clients. For this reason we do not identify organisations in these case studies. They are however real and illustrate the work of Summerhouses: people and development***

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