**Dorothy Returns to Oz**

or

**(Dorothy Once Again Seeks Wizard’s Advice)**

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**Act One**

***(Wizard of Oz Video – Play until ready to start)***

***(Slide 1 – PowerPoint #1)***

***(The following dialogue takes place just inside the door.)***

**Wizard**: Well Dorothy, it’s been 70 years since you were here in Oz. How’s everything in Kansas?

**Dorothy**: Wow – has it really been 70 years? My, how time flies. I wish I could say things haven’t changed much but unfortunately things just aren’t the same as they used to be. For example – my flight to Oz 70 years ago in that old house of Aunt Em’s was so easy compared to everything I had to do to take an airplane to get here this time. A flight in an airplane is nothing like the excitement of flying in a house on top of a tornado but at least the plane didn’t land on any Wicked Witches this time (I don’t think).

**Wizard**: Yeah – sounds rather uneventful. So – what brings you to Oz this time?

**Dorothy**: Well, because of all the changes that have taken place in the world, including Kansas, anything you do anymore requires that you have “a plan”. You know me – I never planned much of anything. Things just seem to happen to me and then I had to figure a way out of my predicament.

**Wizard**: Boy – you can say that again. Tell me more.

**Dorothy**: Well, the college that I work at is getting ready to do a five-year strategic plan and since you did such a great job of mentoring me the last time I was here – in spite of having to deal with some pretty scary circumstances – I thought you might be able to give me some advice on how I can approach this project.

**Wizard**: Boy – you are in a predicament aren’t you? Let’s take a little walk down the yellow brick road and see what we can come up with.

***(The Wizard & Dorothy SLOWLY start walking through the room.)***

**Wizard**: First of all Dorothy – can you tell me some of the accomplishments that you and your team have made this past year and maybe a few things you have in mind for next year?

**Dorothy**: Sure. Let me start with the areas that fall under my territory of the college.

**(Slides 2 – 18 – PowerPoint #1)**

***(Dorothy (i.e. Sheree) covers Academic Affairs & Learner Services***

***from PowerPoint #1 slides.)***

**Wizard**: Wow, that’s pretty impressive. What else is going on with this college?

**Dorothy**: Well, I brought some of your old fans with me and I’m going to have them help me explain all this to you. Let me go get them.

**(Dorothy retrives the Scarecrow, Tin Man, Lion, and Glinda from the hallway.)**

First of all, we added a new province to our territory this year called Research & Development so I’ll have the Scarecrow tell you about the **brain**storming and intellectual properties that have come from this area this past year and what they have planned for next year.

**(Slides 19 -24 – PowerPoint #1)**

***(Scarecrow (i.e. Diane) covers R & D from PowerPoint #1 slides.)***

**Wizard**: Boy – you really have some innovative things happening. I’m going to have to come to Kansas sometime and check this place out. By the way, it’s great to see all of you again. So Dorothy – what else can you and your colleagues tell me?

**Dorothy**: The next key components to our college’s future is in the areas of Finance & Operations.

**Wizard**: Well, of course. Any institution has to have money and the infrastructure to assure quality delivery of its goods and services. I’m anxious to hear more.

**Dorothy**: You remember Glinda, the Good Witch, don’t you? Well she’s going to fill you in on what’s happening in the financial and operational areas of our kingdom.

**(Slides 25 -29 – PowerPoint #1)**

***(Glinda ( i.e. Ginnie) covers finance & operations from PowerPoint #1 slides.)***

**Wizard**: My on my – new and improved facilities and infrastructure. What more could an institution ask for. This is really terrific stuff Dorothy. You must have a really super Board of Directors and outstanding support from your community. I can’ wait to hear what else is going on at WATC.

**Dorothy**: Well, as you know, one of the most important elements of an organization is its people.

As you might guess, the Tin Man supervises this area of our organization since it takes a lot of passion and heart to handle the day-to-day employee issues.

**Wizard**: By all means, a very important component for any progressive organization.

**(Slides 30 -31 – PowerPoint #1)**

***(Tin Man ( i.e. Shawne) covers HR from PowerPoint #1 slides.)***

**Wizard**: All of this information is fascinating and a great foundation for the makings of an outstanding organization. I assume that’s everything. I think you’ve covered it all and shared all the foundational components to operate the college. So, let’s see where we go from here.

**Dorothy**: Oh wait, we have one more **domain** of our organization that I need to share with you.

**Wizard**: You mean there’s more.

**Dorothy**: Oh yes. We also have the Lion working for us. The Lion’s domain is the External Affairs aspect of our college. As you know it takes a lot of patience and courage to handle regulatory requirements and to continually seek out opportunities for financial support. Let’s let the Lion explain more.

**(Slides 32 -37 – PowerPoint #1)**

***(Lion ( i.e. Shirley) covers the External Affairs from PowerPoint #1 slides.)***

**Dorothy**: Well – that’s it. What do you think?

**Wizard**: Wow – I’m absolutely blown away but as we’ve looked at what you’ve been doing and what you plan to do this year, has your organization done any planning beyond one year?.

**Dorothy**: Oh yes, we actually have a three-year strategic plan but his year is our last year for that plan and we’re now getting ready to do a five-year plan that will begin next summer.

**Wizard**: I see. Then tell me – what are the areas you’ve **been** targeting?

**Dorothy**: Great question and of course, I have all the right people here to tell you about that too. Why don’t you have a seat Mr. Wizard while we indulge ourselves.

**(Switch to PowerPoint #2)**

**(Wizard has a seat while each of the six strategies are reviewed by**

**Dorothy, Lion, Scarecrow, Tin Man, & Glinda)**

**(Slide 1 – Planning for Success)**

**Dorothy**: In August of 2007 our Board approved our current three-year strategic plan and now we have one year left to complete the strategies, goals, and objectives we established for that plan. Our current strategic plan has six strategies and each of the strategies is co-facilitated by two individuals that annually update targets and objectives and report quarterly information that is presented to our board in a dashboard like report. So as we cover these six strategies I’m going to ask my colleagues to help me by reviewing the strategies that they help facilitate.

**(Slide 2 – Strategy One #1)**

The first strategy is one that I co-facilitate and it focuses on teaching and learning. It states that we will provide needs-based, relevant, quality programs, training, and services to individuals and businesses that complete in a global economy.

**(Slide 3 – Strategy One #2)**

**(Sheree covers Strategy One targets by highlighting the items that are pursued in this strategy. Do not elaborate.)**

**(Slide 4 – Strategy Two #1)**

**Lion:** Strategy two focuses on our relationships with various constituents.

**(Slide 5 – Strategy Two #2)**

**(Shirley covers Strategy Two targets by highlighting the items that are pursued in this strategy. Do not elaborate.)**

**(Slide 6 – Strategy Three #1)**

**Scarecrow:** Strategy Three focuses on the quality of our facilities and technology.

**(Slide 7 – Strategy Three #2)**

**(Diane covers Strategy Three targets by highlighting the items that are pursued in this strategy. Do not elaborate.)**

**(Slide 8 – Strategy Four #1)**

**Glinda:** Strategy Four concentrates on assuring that we have adequate financial resources.

**(Slide 9 – Strategy Four #2)**

**(Ginnie covers Strategy Four targets by highlighting the items that are pursued in this strategy. Do not elaborate.)**

**(Slide 10 – Strategy Five #1)**

**Dorothy**: Strategy Five is co-facilitated by our capable staff in Learner Services but due to budget cuts I wasn’t able to bring them on our trip to Oz this time. Since the Learner Services division reports to me I’ll cover their strategy also. This strategy, as you might guess in your infinite wisdom, helps us evaluate and assure adequate support services for our learners.

**(Slide 11 – Strategy Five #2)**

**(Sheree covers Strategy Five targets by highlighting the items that are pursued in this strategy. Do not elaborate.)**

**(Slide 12– Strategy Six #1)**

**Tin Man:** Strategy Six is all about developing our human capital.

**(Slide 13 – Strategy Six #2)**

**(Shawne covers Strategy Six targets by highlighting the items that are pursued in this strategy. Do not elaborate.)**

**Wizard:** Dorothy – I’m not really sure why you need me. You’ve got all the right people in place and you’ve done a lot of great planning over the past few years. If I recall from the last time you were here –this same conversation was held between you and Glinda.

**Dorothy:** Glinda – is that true?

**(Wizard of Oz Video from R & D video link on Intranet) -** [**https://intranet.watc.edu/randd/Video%20Library/Wizard\_of\_Oz.mov**](https://intranet.watc.edu/randd/Video%20Library/Wizard_of_Oz.mov)

**(All characters, except Wizard, Exit)**

**(Slide 14 – Returning to Kansas)**

***(Wizard announces a Five-Minute Break while the cast prepares for the second-half of the workshop.)***

**Dorothy Returns to Oz**

or

**(Dorothy Once Again Seeks Wizard’s Advice)**

**Act Two**

**(Slide 15 – Planning for Success)**

**Dorothy:** Well, here we are gang – were back in Kansas again. Mr. Wizard – I’m glad you decided to come with us and help us with our Strategic Planning Process. Look – our instructors are all ready to begin planning for our next five-year strategic plan. You know guys, I just can’t believe we had to go all the way to Oz to figure out what we need to do in preparing for our next strategic plan but I did learn a couple of things while we were on that journey. One thing is that by looking at our past accomplishments we can better focus on what we need to do for the future.

**Lion:** So what else did you learn Dorothy?

**Dorothy:** I also learned that we have all the tools we need in our own backyard including the people we need to accomplish our plans for the future. Likewise, we have the leadership we need to move this project forward. So………… Lion………… since strategic planning falls in your Kingdom of the college I’m delegating you to lead us forward. You just need to muster up the courage to take charge and guide us through our next steps.

**Lion:** Oh gosh. Oh my. You’re **REALLY** going to make me show my courage and facilitate this whole project?

**Dorothy:** Yes Lion – time to shape us and get after it.

**Lion:** Well okay – but I’m going to need all of your help!

(All characters make comments, shake their heads yes, and move to their designated locations throughout the room to begin group activities.)

**Lion:** Okay folks – here we are again. As we get started I’d like to introduce some assistants we invited from Munchkin Land to help us with our planning activities. Please allow me to introduce six of our favorite Munchkins.

**(Slide 16 – Munchkins & Song)**

(Introduce by stage name???)

A couple of months ago our Board met for their annual retreat and began the discussion of reevaluating our mission statements, which also includes our strategic plan. Our next steps include seeking input from various focus groups, like our great faculty, staff, students, and industry advocates. All of the input we receive will be complied, analyzed, and molded into our next strategic plan.

Let’s begin by taking a look at our Mission, Vision, and Values to see if we foresee any changes with them.

First of all – our Mission>

**(Slide 17)**

Even in the Wizard of Oz each of the characters set out to accomplish a mission.

**(Slide 18)**

So here’s our first question – is our mission still our mission? Note that in pursuit of any mission there may be some dangerous territory you have to travel through.

**(Slide 19 – Current Mission)**

On your tables you should have a copy of our current mission, vision, and values. Our current mission states that . . . . . . . . .(read slide).

Our board made some suggested changes at their retreat this summer.

**(Slide 20 – Modified Mission)**

In your groups let’s take the next five minutes to discuss the changes and make any further suggestions. Our Oz Characters will facilitate your group and the Munchkins will record your ideas.

**(Five Minute Discussion)**

**(Slide 21 – “If you don’t know where . . . . “)**

**Lion:** I’m sure you’ve all heard this cliché before but I can’t think of a better way to say it. – If you DON’T know where you’re going, then any road will take you there. This leads us into some thinking about our Vision. Where **IS IT** we want to go???? What do we want to be in the future???

**(Slide 22 – Current Vision)**

**Lion:** Here’s our current vision statement. Again – it’s on the sheets in front of you. (Read Vision Statement)

Our board made some modifications to the vision statement also.

**(Slide 23 – Modified Vision)**

Let’s take another five minutes to discuss the modifications and make any further suggestions to our vision statement.

**(Five Minute Discussion)**

**(Slide 24 – Even the Characters in the Wizard of Oz had Values)**

**Lion:** The next part of our strategic planning document that we want to take a look at is our value statements.

**(Slide 25 – Values Statements with modifications)**

**Lion:** We currently have eight value statements and the Board is suggesting we have six statements by removing one of them, combining two of them, and modifying one of them. (Review changes.)

Let’s take another five minutes to discuss the changes and make any further suggestions to our value statements.

**(Five Minute Discussion)**

**(Slide 26)**

**Lion:** As you well know – having mjssion and vision statements aren’t enough. We will need to identify the strategies and goals to get us where we want to be.

**(Slide 27 – Considerations . . . . .)**

**Lion:** Earlier this afternoon we took a quick look at where we are and where we’ve been. Now we need to look into the future and identify what we want to accomplish in the next five years.

**(Slide 28 – What Courageous Things . . . . .)**

**Lion:** What ARE the courageous things we want to pursue in the years to come?

**(Slide 29 – Target Areas?)**

**Lion:** For our remaining time – let’s talk about the areas we think we should target AND

**(Click (same slide) – Measurements of Success)**

What things should we measure our successes on?

A couple of things I want you to reference as we begin this discussion are the copies of the 3rd quarter strategic plan update and the data information sheets from the various surveys we’ve administered this year. On the strategic plan update you’ll see on the last six pages the areas that we have targeted to meet our objectives and ultimately our goals and strategies for the past three years. You may note that some of these targets were based more on accomplishing a task – like completing a technology plan and others were measured by true data – like student satisfaction on various items. As we prepare our five-year plan we must begin to focus more on data elements. By what means will we measure our successes and overcome the wicked witches and flying monkeys (i.e. obstacles)?

In your groups we now want to take the next twenty(?) minutes to talk about the important targets, measures, or key performance indicators that we should track. As these are defined they will become our measuring stick for showing improvement and identifying areas for opportunity and growth.

**(Twenty(??) Minute Discussion)**

**(Slide 30 – The End)**

**Lion:** Outline next steps.