

**HCOM Objective Exercise**

Please provide all names of your breakout group…should the objective team have follow-up questions. Thank you!

Names: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Step One: Understanding the Desired Outcome.** Review and discuss this objective’s description.

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| **Objective Name** | **Objective Description** |
| **Strengthen Diversity & Inclusion** | * Enhance HCOM culture of inclusion by providing personal and professional growth opportunities to faculty, staff and students by developing assessment tools to measure knowledge gained.
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**Step Two: Defining the Challenge/Problem.** As a team, engage in honest discussion around “What is currently standing in the way” or “What’s the current problem and/or future problem” that is keeping us from advancing this objective?

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*“If I had an hour to solve a problem, I'd spend 55 minutes thinking about the problem and five minutes thinking about solutions.”*

* (Frequently attributed to) Albert Einstein

**Step Three: Suggesting the Change Needed.** Based on your team’s discussions, identify two or three new, ambitious, and potentially “game changing” initiatives that your breakout team *suggests for consideration* to best accomplish the objective. Please provide adequate detail of each proposed change initiative for the Objective Team to consider:

1. Proposed Change Initiative #1:

After completion, PLEASE email this entire template to AFaulkner@LBLStrategies.com

1. Proposed Change Initiative #2:
2. Proposed Change Initiative #3: