



ALD

Academic Leadership
Development

Weekly Sessions for Academic Leaders
May 12 | VUCA

Readings: [VUCA Prime](#) & [Emotional Intelligence Leadership needed in VUCA World](#)

VUCA World: Volatility, Uncertainty, Complexity, Ambiguity



VUCA Leadership: Vision, Understanding, Clarity, Agility

Design Thinking as a way to practice VUCA Leadership in a VUCA World

- What is design thinking?
 - Process of identifying strategies and solutions that might not be instantly apparent with our initial level of understanding
- Components of Design Thinking
 - Ask the right questions so we can better define the problem
 - Empathize with the user (eg. student) needs & preferences
 - Create a prototype or pilot of a possible solution
 - Test the solution prototype/pilot
 - Revise & refine the solution until it meets the goal and fits the vision
- This “solution first strategy” allows us to work towards greater clarity when we don’t have all the pieces of the puzzle. We take what (sometimes little) information we do have, try something, get feedback (more information), & tweak it until a great solution emerges over time.

Barriers to Design Thinking

- Perfection Pressure leading to Paralysis
 - Harder to justify moving fast and making mistakes when working with tax payer dollars as opposed to venture capital
 - Habits, comfort, and default frameworks
 - Higher Ed structure
 - Placing greater emphasis on individualism than collaboration
 - Increasing regulations, quality measures, ROI concerns
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Additional Resources: [Think Big, Start Small, Move Fast](#) & [The Lean Startup](#)