Leading and Managing Healthy Alliances

Moving From Organization to Organism

Presented by

Byron Greene, Associate Director

Florida Georgia Louis Stokes Alliance for Minority Participation

Leading Alliances
Ken Chenault (CEO - American Express) on Leadership:
- Provide a galvanizing vision for the organization
- Define reality and give hope

- Leading an Alliance needs you play many roles ...everyday!!
  - Good Shepherd
  - Wicked Witch
  - Ebenezer Scrooge
  - Charlie Brown
  - Dr. Phil

- You will often have to make DAILY decisions about:
  - Challenges of partner institutions
  - Budget/Fiscal management
  - Reporting and compliance
  - Personnel
  - Subcontracting matters
  - Audits

ALL BEFORE YOU FOCUS ON THE WORK OF THE PROJECT!!!

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What does this have to do with Evaluation???

▶ This is the chaotic environment you will inhabit over the life of the program

▶ Tools to assist you in this in this chaos

    ▶ Numerous Project Management guides, templates, and tools available

▶ **Having a Program Management Plan(PMP), leads to better Program Evaluation**

    ▶ **The use of PMP helps you focus upon:**

        ▶ **Performance measure**s - **Should assist decision makers to understand program performance requirements and inform performance improvement.** Performance measures are ideally simple and easily understood by all.

        ▶ **Quantitative measures** - **Bring precision into the judgements about the program's performance** and therefore they tend to be expressed in quantitative or numerical terms such as percentages, ratios and rates.

        ▶ **Qualitative measures -** Qualitative measures may be expressed in numerical terms. However, some may be better expressed in narrative form. **Qualitative indicators can inform program managers about stakeholder opinions, judgements and ideas and so help to improve the program.**

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Leading Alliances –Key Components for Leading and Managing: **Good Practices**

- ▶ Develop a Program Management Plan to provide processes and tools to measure:
  - ▶ performance parameters dimensions
  - ▶ practical approaches and tools for initiating, executing, and monitoring tasks,
  - ▶ Outcomes; outputs and degree of goal attainment as stated in your proposal
- ▶ Plan and Design
  - ▶ Align your business practices with goals of with the program
  - ▶ Coordinate grants planning
  - ▶ Establish systems and procedures
  - ▶ Develop performance measures

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Leading Alliances –Key Components for Leading and Managing: *Good Practices*

- **Progress Monitoring and Documentation**
  - **Develop Reporting Mechanisms (perpetual; bi-weekly; monthly)**
    - **Activity Alignment and Outcomes w/ Program Goals**
    - **Specific Tasks or Actions**
  - **Record and Document Corrective Actions**
    - **For those constant challenges the impede your efforts**
- **Program Management Tool Summary**
  - The Program Management Tool Summary Matrix summarizes the program management tools used and for which tasks the tools are used.

Leading Alliances –Extending the Life of Your Project... To Infinity and Beyond *~Buzz Lightyear*

- **Constantly Promote the Program**
  - **Develop strategies to ensure high level awareness**
    - Craft messages for the different stakeholders
      - Students
      - Faculty
      - Administrators
      - Funding Agencies
  - **Develop Networks (formal and informal):**
    - Organizations that further your mission
    - People that you can call upon
    - Resources, Advocates. and Pathways for our students
- **If your program ceased to exist, would it be missed?**

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Thank You!

Byron Greene - FGLSAMP
byron.greene@famu.edu