CULTURE JOURNEY

Culture Network Fact Sheet

OPPORTUNITY The Culture Journey will be driven by dedicated members of the USC community—Partners, Culture Facilitators, and Culture Advocates. Through learning tailored specifically to USC’s Culture Journey, led by outside experts and trained USC facilitators, participants will gain the skills to effectively facilitate culture conversations, listen to the community, and capture desired values and behaviors. By joining the Culture Network, faculty and staff will take on a leadership role in driving dialogue around values and behaviors, as well as support the sustainability of the USC Culture Journey.

GOALS
- Create a network of facilitators who will effectively listen, recognize themes, and communicate feedback to enable an authentic and inclusive Culture Journey
- Foster personal ownership and accountability through leadership, recognition, and professional development (e.g., Barrett certification) opportunities
- Build a strong internal network of faculty and staff who can continue to drive and sustain USC’s Culture Journey beyond 2020

ROLES

Partners
Supporters of the initiative who will encourage participation in culture events, providing background on the value of being an active contributor to the journey. Communications materials will be shared via an internal website.

Culture Facilitator
Culture Facilitators will lead conversations and facilitate various Culture Sessions with the support of Culture Advocates.

Culture Advocate
Culture Advocates will partner with the Culture Facilitators to maximize the benefits of the culture and values work (e.g., supporting Discussion Sessions).

Want more information about the Culture Journey?
Go to change bit.ly/uscculturalvaluespoll or sign up to be a partner at partnerforculturechange@usc.edu

CULTURAL SESSIONS

8 USC-Wide Town Halls
Forums across UPC and HSC to spread awareness of the USC Culture Journey and share results of the Values Poll findings with the USC community. Results shared for specific schools/units will follow.

160 Discussion Sessions
(USC-wide and Schools/Units)
Interactive discussions hosted at UPC, HSC and various remote sites to share overall values Poll results and discuss desired future-state USC values and behaviors.
CULTURE NETWORK FAQ’S

The Culture Journey is designed to foster inclusivity, because we understand that new values are meaningful only if they represent the diverse views within our community.

We’ve hired experts to guide us through this process, but to fulfill the goals of the project, we are asking USC members to get involved in the facilitation of Culture Sessions. We’ve prepared a list of FAQ’s to help answer some

Q. Who will serve in the Culture Facilitator and Culture Advocate roles?
Members of the Culture Network will be skilled in facilitation and passionate about enhancing the culture at USC. These individuals will be key to the long-term sustainability of the Culture Journey as they will continue to act in their capacity at the unit-level, beyond the completion of USC-wide Culture Sessions. Culture Network can consist of anyone who is a member of the faculty or staff at USC, all levels, across various roles.

Q. Will there be training offered for USC Culture Facilitators and Culture Advocates?
Yes. Culture Facilitators will attend a four-day training, led by Barrett consultants. They will receive Barrett certification at the culmination of this training. Culture Advocates will receive an online training opportunity in the form of a four-hour online course.

Q. How will Culture Facilitators and Culture Advocates be selected?
The project team created selection criteria to guide leaders across USC who will use suggested guidelines to make recommendations. Once the final list has been developed, it will be reviewed by the Working Group, and the project team will reach out to secure participation.

Q. What is the expected time commitment?
In the weeks leading up to Town Halls and Small Group Listening Sessions, we estimate around two hours per week aside from the required training. Required training consists of four days for Culture Facilitators and four hours for Culture Advocates. Four-day training for Facilitators will be offered twice, week of December 2nd and week of January 20th. Online training for Advocates can be completed at their convenience.

Town Halls and Listening Sessions at the USC-wide level and the unit-level will take place January through April. During those months members of the Culture Network can expect to commit one day per week.

Q. What is the responsibility of Culture Facilitators and Culture Advocates during the Town Halls at the USC-wide level? The unit-level?
USC-wide level: Barrett consultants will lead the USC-wide Town Hall. Culture Facilitators and Culture Advocates will be there in a supportive role.

Unit-level: Unit-level Town Halls will be led by USC Culture Facilitators and supported by Culture Advocates.

Q. What is the responsibility of Culture Facilitators and Culture Advocates during the Small Group Listening Sessions at the USC-wide level? The unit-level?
USC-wide level: Culture Facilitators will support Barrett consultants during the USC-wide Small Group Listening Sessions. There will always be two Culture Co-Facilitators in the Small Group Listening Sessions and one Culture Advocate.

Unit-level: Unit-level Town Halls will be led by USC Culture Co-Facilitators and supported by Culture Advocates.

Q. As a leader, what are my options if my unit does not have the resources to provide a Culture Facilitator and/or Culture Advocate?
We anticipate 40-45 Culture Facilitators from across all of USC. Ideally, we prefer one Culture Facilitator from within each unit, however it is not imperative to have a 1-to-1 Facilitator to unit match.

If there is undue burden for the unit, the Culture Journey team will take that into consideration. Please reach out to the project team if you feel your unit can’t support the Culture Network model. We will work with you on finding the right approach.

Q. What is the benefit of acting the role of Culture Facilitator or Culture Advocate?
Becoming a member of the Culture Network as a Facilitator or Advocate the USC community an opportunity for professional development and they will receive certification in Barrett Values Centre methodology.