

VISION STATEMENT EXERCISE

THE PEPPERDINE SUPERVISOR: MANAGER, LEADER, MENTOR

- **Articulate why your department's work is critical to the University's success.**
 - What is the major work for which your team members are responsible?
 - With this in mind, how does your department and your team members' work help the University realize its mission and achieve its goals?
 - Why does the University need your department? If your team members did not perform their work, what would happen to the University?
- **Explain the importance of how your team members' work impacts your constituents.**
 - Who are your constituents?
 - Who are all of the people your department touches (students, internal faculty and staff members, donors and friends of the University, third party vendors, outside contractors, etc.)?
 - What is your constituents' role at the University? Why is their role essential to realizing our University's mission and goals?
 - In what context does your department or team members interact with your constituents (routine everyday work, special and significant moments, difficult circumstances, etc.)? Why does this matter?
- **Describe the experience you seek for your constituents.**
 - What kind of experience do you want your constituents to have with Pepperdine through the work of your department?
 - How do you want your constituents to feel during and after working with your department?
 - Why is your constituents' experience important? Why does it matter how people feel when interacting with your department?
 - How does your constituents' experience in your department affect their experience with Pepperdine University? Why does that matter?
- **State the experience you want your team members to have in your department at Pepperdine.**
 - What do you hope for and expect from the members of your team by their working in your department?
 - How do you want them to feel about their work? Why?
 - What kind of culture do you want for your team? Why will this benefit the members of your team? In turn, how do you want each person to contribute positively to the departmental culture?
 - How is working at Pepperdine University different from working at other employers?
 - How do you want your team members to benefit – personally, professionally, and spiritually – from working at Pepperdine? How will working at Pepperdine positively impact the very lives of your team members?