



Title: MOR Team Reflection

Speaker: Curtis Odom, Program Leader and Coach, Professor at Northeastern University

So one of the things that really sticks out to me in getting us all together here is the fact of all of us are in this for someone else -- it's not about us and it feels like this group is as MOR Associates we are very much more intrinsically focused, intrinsically motivated because what really drives us is the opportunity to work with people and see them grow into their own definition of success for themselves. For me that's exciting it's great to come and sit and be part of an organization where all of us are committed to making the world and the people we have the good fortune and opportunity to work with better.

Speaker: Justin Sipher, Program Leader and Coach, former CIO of St. Lawrence University

The 94% year-over-year retention is incredibly impressive. The economic environment we have in higher education right now, regardless of public or private, and the external scrutiny on the cost of higher education makes the dollars we spend incredibly valuable. A reputation doesn't get that 94% - the results get that 94%, so congratulations to the team.

Speaker: Bill Hogue, MOR Coach, former CIO of the University of South Carolina

Institutions are struggling to manage rapid growth while in other parts of the country people are hanging on. Big institutions, R1 institutions are trying to hold on to positions, staff, funding, faculty are being cherry-picked by other places that are growing and that has an implication for MOR too - "who are our core clients"

Speaker: Alicia Jurus, MOR Associates

My favorite part about working for MOR is the people. Our team is just amazing. They care, they're smart, and they just really make everything we do special.

Speaker: Jim Dezieck, MOR Coach

We become present with the person that we're coaching. We help them find themselves on the leadership trail and we find them there too.

Speaker: Brian McDonald, Founder of MOR Associates

You know the best learning is of those things you discover for yourself and at the end of that exercise they have a lot to say about first impressions, whether they're valid, what they felt like and feedback -- giving feedback -- that's, that's discovery learning and that's exciting to watch and that's what we're trying to build in the workshops. There's more opportunities for experiential learning where they can take away for themselves the Ahas as we call them with insights that lead to a new discovery, something that's probably going to stay with them a lot longer than anything we try to download... As smart as we are as much wisdom as we have to offer them it doesn't have the same impact as their own discoveries