



## Happening in SRO

You can find this “Happening in SRO” and all similar newsletters on the SRO Intranet Home Page, located at: <http://isr-wp.isr.umich.edu/srointranet/> under Recent News.

*If you have items for the newsletter, please let Ann Vernier or your unit director know.*

### Thanksgiving Break Closure Reminder

We hope you enjoy this upcoming break.

**SRO Closure Dates:**

SRO will be closed on Wednesday, November 22.

If you are planning to work on November 22 and have not already made arrangements, please contact your supervisor. Note that Patty Maher is the point of contact for SRO that day.

Please enter vacation time in ET, if you are taking the day off.

Thursday, November 23 and Friday, November 24 are UM Holidays and should be entered as holidays in your ET.



### All Staff Business Meeting & Holiday Potluck - December 7

This year we will combine our All Staff Meeting with our annual Holiday Potluck. This will be a perfect time to celebrate our hard work and accomplishments, and to enjoy the company of each other.



Our business meeting format this year will include three speakers who will present an update on SRO, upcoming projects and financials. We will immediately follow with our potluck.

SRO will provide the main courses which will include: Braised Boneless Beef Short Ribs, Basil Chicken, and Butternut Squash Lasagna. Be sure to sign up for side dishes, beverages and desserts!

The link for the potluck was in the Save the Date email. If you did not receive it, please email [dcstrainingsupport@umich.edu](mailto:dcstrainingsupport@umich.edu) for them to forward you the link.

Our meeting will start at 11:00 a.m. on Thursday, December 7th, in the ISR Thompson building in room 1430.

The DCS Training Team will transport your potluck items to Thompson for you. More details on this will be provided later this month.

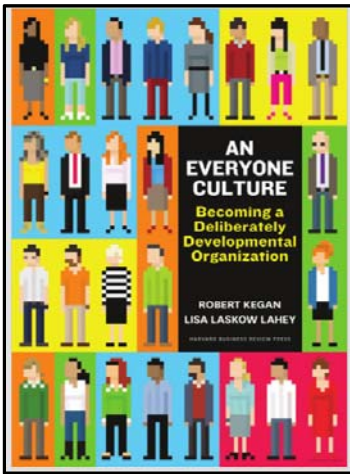
If you need accommodations getting to the meeting, please reach out to Shannon Vida, a member of the DCS Training Team, for assistance.

Look forward to seeing you there!

## What Are You Reading?

Welcome to a new and periodically reoccurring column in the SRO Happenings: "What Are You Reading?" In this column, a SRO staff member will reflect on a book, article, website, presentation, etc., that they read recently and provide some insights for our work. It can be material that is directly relevant such as a survey methodology article or project report or indirectly, say an article on a new technology and how it might fit into our work procedures or a summary of a time management technique or meeting management tips recently read. Anyone can submit an article. These don't need to be long – a paragraph or two. It is an opportunity to share interesting material with your colleagues. Contact Kirsten Alcser if you have a topic you would like to contribute to this column or any submission for our SRO Happenings.

### What Are you Reading, Patty Maher?



I am always reading something to do with leadership theory and practice, and organizational improvements. The title of my current read -- An Everyone Culture -- caught my attention and spurred me to download the book published in 2016 by Harvard Business Review. Authors: Robert Kegan and Lisa Lahey

*"An Everyone Culture* dives deep into the worlds of three leading companies that embody the breakthrough approach of Deliberately Developmental Organizations (DDOs). It reveals the design principles, concrete practices, and underlying science at the heart of DDOs—from their disciplined approach to giving feedback, to how they use meetings, to the distinctive way that managers and leaders define their roles. The authors then show readers how to build this developmental culture in their own organizations."<sup>1</sup>

The book traces the transformations of three companies -- an eCommerce business, a large movie theatre company, and a hedge fund -- throughout the process. At the center of a DDO, the authors offer that a company or organization's success depend on all members having an opportunity to continually grow. The authors mean that organizations evolve by, "not developing (only) a career, but the development of the person having a career" (ch. 2). That is what resonated most with me. (It also reminded me of Transformational Leadership theory pioneered by James MacGregor Burns in the 1970s and extended by Bernard Bass in the mid-1980s and still stands today in organizational leadership text books.)

So what am I thinking about ... How can I continue to grow in my role – even thirty years into my professional life – and how can I facilitate opportunity for growth for everyone in SRO, and thus have direct impact on our work teams and projects' performance. Honestly, each week, I try to bring my best self to my work – try to stay open and find new paths for meeting challenges and not revert to old patterns that do not work. I keep reading and talking with colleagues here in SRC/SRO and in our industry - - keeping pace with the changes in our field. - Not an easy task given the speed of change in our industry.

So, this book is reminding me to always practice at making a better version of SRO by being the best version of myself. - Being a facilitator. That is my take away so far. I know – a little too "touchy-feely" -- but there is some interesting research about adult mental complexity and cognitive development in this book that ties this to solid research for a DDO approach. And the case studies do have many practical examples. You might want to check it out.

<sup>1</sup> [http://www.summary.com/book-reviews/\\_/An-Everyone-Culture/](http://www.summary.com/book-reviews/_/An-Everyone-Culture/)

# BEST PRACTICES FOR PANEL MAINTENANCE AND RETENTION

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Also, I just finished a book chapter in the forthcoming Advances in Comparative Survey Methodology, published by Wiley & Sons. The chapter – “Best Practices for Panel Maintenance and Retention” -- by Nicole Watson, **Eva Leissou**, **Heidi Guyer** and Mark Wooden, gave me some great suggestions for interventions that we can try on our Housing and Children project between the first and second wave of the study. We will be trying some tailored communications to the parents (reminders and results from the initial study) and children (birthday cards) who participated in wave 1 in hopes of keeping them connected to the study. We will also follow the advice for newer approaches for updating addresses before we start wave 2 in the spring of 2019, as well. Thank you Heidi, Eva and colleagues for the great article!

## SRO HOLIDAY CLOSURE 2017-2018 Essential Operations Plan

### NOVEMBER

s	m	t	w	t	f	s
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

### JANUARY 2018

s	m	t	w	t	f	s
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

### DECEMBER

s	m	t	w	t	f	s
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

### SRO Closure Day:

Wednesday, November 22

### UM Holidays:

Thanksgiving, November 23-24

Christmas, December 25

New Year's, January 1

### UM Season Days:

December 26-29

### SRO Resumes Operations

Tuesday, January 2, 2018