



The Enrollment Management Spectrum Podcast // Listening For Action Lesson Plan

Before You Begin

We hope our podcasts are as informative as they are enjoyable. We also hope they spur you, your team, or your school to action. This lesson plan will help provide a structure for your podcast listening to help you find value and capture next steps.

Before you begin, select an episode of one of our podcasts that you feel is particularly relevant to your work in the coming months. You might do this collaboratively with your team members or you could select one that is directly connected to an issue, topic, or opportunity you are working on. Schedule a group meeting in a week and ask your participants to listen to the podcast, complete the worksheet, and be ready to share by that point.

Set Group Norms

If you already have team norms regarding generative work and brainstorming, be sure to clarify that these norms apply to this activity. If you don't have these norms in place or you don't typically work with this group, consider taking some time now to outline a few parameters:

- **Defer Judgement** — Brainstorming creative solutions to big opportunities or problems is a process. Refrain from shutting down thoughts and ideas that aren't fully formed.
- **Encourage Wild Ideas** — At this stage, ideas are good even if they may seem wild or impractical. Just because someone shares an idea doesn't mean you're agreeing to implement it. Wild ideas often lead to creative solutions down the road.
- **Build on Others** — Connect your ideas to the thoughts of others. Sometimes one person can see a problem clearly but can't yet identify solutions. By connecting your ideas to others, you can more easily create new solutions.
- **Ask for Understanding** — If someone is sharing an idea that you don't completely understand, it's a great idea to ask for understanding. Likewise, if you have an idea that isn't quite fully formed, you can invite others to contribute.



Facilitating the Lesson

This lesson has four steps. Each listener should go through the steps themselves and capture their thoughts on the worksheet below. As you facilitate your group meeting, go through each of the four steps allowing participants the opportunity to share and discuss.

- **Listen** — The *listen* step encourages close listening. You aren't making connections at this point; you're capturing key ideas.
- **Reflect** — The *reflect* step encourages reflection and response. Would this work at your school? Are you excited by what you're hearing? Concerned? Disappointed? Capture it in this step.
- **Connect to Me** — The *me* step encourages personal connections. How does this podcast connect with your personal work, responsibilities, background, or identity?
- **Connect to Us** — The *us* step encourages future thinking. What might your team change or keep the same as a result of this podcast? What action steps might you take in the next days, weeks, or months?



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Listen // Capture Key Ideas

Reflect // Capture Thoughts & Feelings

Connect to Me // Capture Personal Connections

Connect to Us // Capture Possible Next Steps