Shericka Pringle

Winter Annotated Artifacts

MSC Capstone

March 31, 2021

This was a group presentation that I prepared for my class, Current Issues in Law, Technology and Strategy. I completed this with a partner for my graduate program during the 2021 Winter Quarter. We were required to create a 5-minute presentation on a problem a business was facing, and to identify strategies the organization used to solve their problems. This was solely an issue identification assignment.

LEARNING OUTCOMES: Create and deliver elegant messages appropriate to audience, purpose, and context. Demonstrate the ability to assess complex organizational environments and achieve communication goals.

**Change Management Plan**

*Instrumental Resource Goals*

Two instrumental resource goals needed to accomplish this change attempt are funds to invite faculty from other Legal Clinics to show how Clio has improved their legal practice, and dedicated time from faculty to participate in Clio demonstrations and trainings. Delivering Clio demonstration to faculty will be essential because it will help to show that the new process meets Rogers' five characteristics that contribute to why innovations are adopted within an organization. I will add Clio demonstrations as a standing agenda topic during the monthly faculty meetings. Afterwards, I will incorporate trainings. Trainings will be used to demonstrate the ways in which Clio mirrors Microsoft Word. This will help them understand that although they are using a different platform, it is still familiar and easy to use.

*Relational Goals*

An important relational goal that should exist between the parties is that of collaboration and understanding where individuals fall within their degree of innovativeness. Therefore, as the change agent, I will create opportunities for me to regularly engage with the faculty members about the change. This will be in the form of individual meetings where I can discuss Clio, and during regularly recurring monthly faculty meetings with the entire group. This is particularly important because it will help me gauge the degree to which the various faculty members are open to adopting the new practice.

This is a change management plan that I completed as a final assignment for my Change Management Course during the 2021 winter quarter. This was an individual project, and I was required to apply a portion of the course material to a change management case that I observed, or that I felt should be implemented. It involved my identifying the problem and incorporating theories that I learned in the class to develop a change management plan.

LEARNING OUTCOMES: Be equipped to influence change. Address complex challenges by collaboratively leading teams across disciplines distances, and sectors.

This executive board presentation was a final project presentation that I prepared for my class, Current Issues in Law, Technology and Strategy. This was an individual project that I completed for my graduate program during the 2021 Winter Quarter. I was required to create a 4–5-minute presentation on an issue that my organization is facing, and to propose strategies to solving the problem. The presentation was designed as a pitch to the Executive Board of my organization to implement the strategies I proposed.

LEARNING OUTCOMES: Create and deliver elegant messages appropriate to audience, purpose, and context. Demonstrate the ability to assess complex organizational environments and achieve communication goals.

Shericka Pringle

Spring Annotated Artifacts

MSC Capstone

July 31, 2021

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**Northwestern** | MASTER OF SCIENCE IN COMMUNICATION

Course:     MSC 492 – Understanding and Leveraging Organizational Networks
Term:       Spring 2021

<u>Assignment</u>:
**Board of Directors:**   To Develop a strategic plan for the creation of my board of directors.
**From**: Shericka Pringle

**1. Begin with a short description of your network – who's key to your success (~300-400 words) and how? Do you have different networks across different businesses or knowledge domains?**

My network is comprised of family, friends, colleagues, peers, and my professors. It is relatively

broad and consists of individuals from different businesses and knowledge domains. My network

was formed due to relationships I developed during my academic and professional career. I have

always been committed to leading and developing others; therefore, I structured my network to

contribute to these goals. I am currently in a leadership role in my organization and aspire to

launch a business where I can coach aspiring leaders to obtain leadership roles.

This was a midterm project that I completed for my Leveraging Networks Course during the 2021 Spring Quarter. The project required me to examine my personal and professional network to develop a plan for creating a board of directors. It included identifying who is important in my network, how the individuals interact within my network and to assess the depth and breadth of my network.

Learning Outcome: D1: Iteratively develop inter-professional leadership competencies.

Shericka Pringle
Business Dialogue
MSC 529: Dialogic Decision-Making
April 14, 2021

Shericka: Hi Gale, how are you doing?

Gale: I am doing well. How are you?

Shericka: I am doing well. Thanks for answering the phone. I hope I am not interrupting you.

Gale:  It is fine. I just picked Mara up from school.

Shericka: That is great. How is Mara?

Gale: She is doing well. I am trying to manage my new role with you all in the Clinic, and she is adjusting with her new school. So, what's going on?

This is a business dialogue that I created for my Dialogic Decision-Making Course during the 2021 Spring Quarter. This was an individual project where I had to create a dialogue between me and a supervisor about an issue that needed resolving. It involved me using conflict management skills that we learned in class to approach the dialogue.

LEARNING OUTCOMES: L6: Create and deliver elegant messages appropriate to audience, purpose, and content.

# Northwestern | MASTER OF SCIENCE IN COMMUNICATION

**Course:** **MSC 492 – Understanding and Leveraging Organizational Networks**
**Term:** **Spring 2021**
**Name:** **Shericka Pringle**

## Board of Directors Final Assignment

Based on your reflections about your current Board of Directors in response to the midterm, you are now ready to re-imagine your Board of Directors.

*Complete the worksheet below as a step towards thinking more formally about re-imagining your Board of Directors.*

Use the table below to finalize how you will engage with your board of directors. You can refer to the example file in the *Board of Directors* PDF. Your re-imagined Board of Directors could include a mix of some (or all) of the current members on your Board as well as new members you would like to add. The new members could be identified by name or be listed as an unidentified person who meets a particular role or profile. Most individuals have between 5 and 10 members on their Board of Directors.

| Who | Value Proposition | Shared Activity |
|---|---|---|
| **Internal Contacts** | | |
| **Chair, NU Black Professional Network (BPN)** | Provide complimentary Executive Coaching Session | Have 1:1 with chair of BPN |

This was a final project that I completed for my Leveraging Networks Course during the 2021 Spring Quarter. The project required me to reflect on my Board of Directors and refine it to mirror stated goals. It required me to identify what value I could provide to my Board of Directors and consider activities that I could engage in with the Board. I also developed measurable goals and objectives for tasks that the Board could assist me with.

Learning Outcome: D1: Iteratively develop inter-professional leadership competencies.

# TRAINING PROPOSAL



This was a training presentation that I prepared to improve diversity, equity, and inclusion challenges in an organization. It included writing a problem statement, explaining the teaching framework that would be used, the delivery mode and evaluation process.

Shericka Pringle

Fall Annotated Artifacts

MSC Capstone

December 8, 2021

Prepared by:
Shericka Pringle
CEO
Springvisory, LLC
December 7, 2021

# To Dare or Not to Dare

**SPRINGVISORY**
LEAP.LAUNCH.LEAD

## Analysis of Issues

***Disconnect amongst team regarding the vision for the organization***
- Visionary and dynamic leader committed to expansion opportunities
- Supportive team who believes the GMR group should focus on consolidation opposed to expansion due to resource constraints (financial, staffing, etc.)

## Overview of Goals

***Influencing Team***
- Strategies for convincing team and board members to adopt vision and goals

***Leading Collaboration***
- Suggestions for leading the collaboration with senior leadership team

## Strategies

***Influencing Team***
- Discuss vision and goals during team meetings
- Focus on facts when decisions are being made
- Avoid situations where individuals discuss their preferences
- Reduce opportunities for group think
- Consider Inquiry-based approach versus advocacy-based approach

***Leading Collaboration*** ( Affect I Behavior I Cognition)
- Use storytelling to articulate vision
- Clearly identify values
- Build trust and credibility
- Communicate staffing plan
- Discuss funding plan
- Present solutions for managing constraints and limited resources
- Demonstrate how everyone's strengths can contribute to success
- Clearly define who can handle specific tasks
- Develop norms for how the teams will handle expansion projects

This was a leave behind I prepared for my Capstone Case Interview. This was an individual assignment, and I was required to write a one page leave behind after presenting to a panel about a case. I completed the leave behind during the 2021 Fall Quarter. The leave behind served as a high-level summary of recommendations to the panel. It taught me how to deliver a persuasive marketing piece after a presentation.

LEARNING OUTCOMES: Create and deliver elegant messages appropriate to audience, purpose, and context. Demonstrate the ability to assess complex organizational environments and achieve communication goals.

Shericka Pringle

Final Paper: Visions of Leadership

MSC 520: Leadership: Maximizing Performance of Self and Others

December 4, 2021



**Image of Leadership**

When I think about an image that best symbolizes my leadership vision, I think of the thermostat. The thermostat serves as the tool that monitors and regulates the temperature in one's household. The appropriate temperature varies, and ultimately is dependent on individuals' needs. I aspire to be a leader who achieves my vision by actively monitoring the environment of my team and making adjustments based on the needs of those I have been charged to lead. Just as the thermostat is designed to actively meet the needs of others, my vision of leadership commits me to creating an atmosphere that allows others to develop and flourish.

This was a paper that I completed during the Fall 2021 Quarter. This was an individual assignment where I had to reflect on my leadership and describe my leadership vision for myself. Additionally, I had to explain how I would align my actions with my leadership vision. Finally, I had to take a picture of an image that best explained my leadership vision. The purpose of this assignment was to teach me the importance of reflecting on my leadership and aligning my values with my actions.

D1. Iteratively develop inter-professional leadership competencies.

Shericka Pringle

Midterm: My Leadership Strengths

MSC 540: Leading Collaboration

Professor Leslie DeChurch

November 4, 2021

**<u>Self Reflection</u>**

In the book, "Strengths Based Leadership," Gallup states "without an awareness of your strengths, it's almost impossible for you to lead effectively" (Gallup, 2008). Many leaders assume they are aware of all their strengths. I am guilty of being that leader. In the past, when individuals asked me what my greatest strengths were, I responded that my strengths included being a strategic thinker and relationship builder. After completing the Clifton Strengths Finder assessment, I realized that I was correct in my assessment that Strategic Thinking was one of my strengths; however, I was surprised that none of my strengths resided in the Relationship Building domain.

This was a mid-term paper that I completed during the Fall 2021 Quarter. This was an individual assignment that required me to write a report based on my Clifton Strengths assessment, and include a self-reflection, indicate how I can leverage my strengths, and consider derailers to my strengths. This assignment taught me how to be reflective and analyze my strengths.

D1. Iteratively develop inter-professional leadership competencies.