

The Evergreen State College
Sustainable Leadership and Decision Making

CRN:10232 (Grad), (UG)
Fall, 2013
SEM II, TBD

Syllabus

Last Update: May 6, 2013

Instructor: D. Michael Mucha, P.E., MPA
Weekdays: 608-222-1201 (ext 242)
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Dates:

Friday, November 22 (5-9) Saturday, November 23 (9-5) Sunday, November 24 (9-5)

Course Description:

This course will focus on ways for the manager or team leader to use sustainability as a management competency to achieve community or organizational goals in a way that empowers people, promotes healthy eco systems and creates thriving and vibrant communities. Instead of viewing sustainability as being an abstract end goal, this course will focus more on how students can be an effective resource to others by leading in a sustainable way. That is the idea behind *Sustainable Leadership*.

This course will also help students improve their own capacity to lead in times of uncertainty, conflict, and skepticism. Through thoughtful inquiries, students will learn how to navigate these difficult circumstances as a facilitator and convener of change, rather than being in the unenviable role of problem fixer. Sustainability, as a decision-making platform will help students build trusting relationships, channel creativity and create balanced solutions that last and have fewer unintended consequences.

Learning Objectives:

This weekend intensive course will focus on four learning objectives,

- **Meaning**
Understanding modern frameworks for conceptualizing sustainability
- **Purpose**
Setting a leadership strategy that identifies where to start and how to translate intent into meaningful action
- **Results**
Developing performance measures and assigning accountability for results
- **People**
Building trusting relationships and influencing sustainable behaviors in others, including employees, partners and citizens.

Instructor

Michael Mucha is the Chief Engineer and Director for the Madison Metropolitan Sewerage District in Madison Wisconsin. Before that, he served eleven years as the Director of Public Works for the City of Olympia. He has over 25 years of experience working in local government and has put sustainability to action in creative ways. He holds a B.S. in Civil Engineering from the University of Wisconsin, an M.P.A. from the University of Washington, and a leadership certificate from Harvard University.

Michael is involved in the District's efforts to view wastewater as a resource and is helping to transform the general thinking of wastewater from invisible to invaluable. He has also lead the City of Olympia's efforts to adapt to the affects of sea level rise, has led the City's efforts to move Olympia toward being a zero waste community, and has implemented policies to lower greenhouse gases below Kyoto targets.

Michael is the Chair for the American Society of Civil Engineer's Committee on Sustainability and remains active both locally and internationally on sustainable leadership issues.

Day 1: Framing Sustainability...the Big Picture

Readings: [1](#), [2](#), [3](#)

1. Reviewing modern sustainability frameworks
2. Making sustainable decisions
3. Building trust
4. Whole system thinking
5. Open Space Discussions about readings 1,2 and 3. (see note below)

Day 2: Leading sustainability in our organizations

Readings: [4](#),[5](#)

1. Adapting a work culture.
 - Guest Speaker: Commander Steve Nelson. Olympia Police Department. "From Steno Pads to Sustainable Jail."
2. Creating Purpose
 - Strategy making made easy
 - Linking sustainability to organizational priorities
 - Setting priorities, being focused
 - Sustainability Indicators
3. Success Indicators
 - Measuring the right things

- Defining accountability
 - Holding people accountable
4. Open Space discussions about course readings.

Day 3 Leading sustainability with our citizens

Readings: [6](#), [7](#), [12](#)

1. Your role as leader
2. Phases of change
3. Adaptive change versus technical fixes
4. Open Space discussions strategy making framework.
5. Dealing with resistance
6. Organizational and community learning and risk taking
 - Guest Speaker via webcast: Sogen Moodley, Senior Manager, Municipal Institute of Learning, Durban South Africa.

About Open Space Discussions

Open Space Technology (OST) will be a group discussion format used on all three days of the course. OST has been around since 1985 and used in America, Europe, India, South America and Africa with groups from five to five hundred. The goal is to provide structured time during class for students to set the agenda for group discussions about the assigned readings and lectures. It can be a powerful and engaging learning tool if students come prepared to both lead a group and actively contribute to others. Each student shall come to class prepared to lead a discussion topic taken from one of the readings or lectures. More instructions will be provided in class.

Required Readings

1. ***The Key to Sustainable Cities: Meeting Human Needs and Transforming Community Systems***, Gwendolyn Hallsmith, pages 1-12, 27-64, 86-98, 169-215, New Society Publishers, 2003
2. ***The Natural Step for Communities***, Sarah James and Torbjorn Lahti, New Society Publishers, 2004, pgs 2-14, 189-194. Access through Moodle.
3. ***Sustainable Action Map***, City of Olympia Website, <http://olympiawa.gov/community/sustainability/sustainability-and-sam-a-decision-making-tool.aspx>
4. ***Strategy Making in Non-Profits***, Journal of Association Leadership, James G. Dalton, Fall 2006.

<http://www.asaecenter.org/Resources/JALArticleDetail.cfm?ItemNumber=19978>

5. ***Finding Balance in Everything: Diary of a Public Works Director***, APWA Reporter, Michael Mucha, May 2009, pgs 32-36
<http://www.apwa.net/Publications/Reporter/ReporterOnline/>
6. ***Fostering Sustainable Behavior***, Doug McKenzie-Mohr, Read Introduction, Pages 1-17, New Society Publishers, 1999.
<http://www.cbsm.com/public/images/FosteringSustainableBehavior.pdf>
7. **The Power of Imagination, 50 Lessons from Durban South Africa**, Sogen Moodley, City of Durban, First Edition, September, 2009. Pages 1-44. Access through Moodle or <http://sustainablecities.net/docman-resources>
8. **The Twelve Promises of Suncheon**, Suncheon City Korea, the Council for Green Suncheon 21, 2008. Access through Moodle.

Credit Requirements

For credit in this class, students are required to:

1. Complete all the assigned readings.
2. Attend all three days of class and actively participate in open space discussions.
3. Create a one page briefing paper that makes the case for a solution that you will lead in a sustainable way. This briefing paper should include your strategy in terms of first steps and areas of focus. Attach an additional one-page framework analysis that you used to develop your strategy.
4. Consistent with MPA program requirements, students will prepare a self-evaluation and an evaluation of the instructor. The student evaluation shall emphasize the one major take-away from the course and how it will influence thinking. Please do not summarize the course material. This will play a major part in your success at receiving credit for this class. The Instructor evaluation should focus on what Michael should do more of, less of and continue doing.
5. Submit paper and both evaluations together in one document. They should be submitted by twelve midnight, two weeks after the end of class on Sunday. Students shall submit one word document that includes the paper, attachment, and both evaluations. Do not submit until packet is complete. All late submittals that are not previously arranged will be noted in students course evaluation.