

THE LEADERSHIP EDGE

Flexible online and in person delivery modalities available

<i>Session Title</i>	<i>Description and Learning Outcomes</i>	<i>Sample of Topics for Consideration</i>
<p>Making Mission Matter: The Proactive Community College</p>	<p><i>Description</i> The core of the community college mission is the central focus of this seminar. Participants determine how to actualize the mission, understand their essential roles in achieving the mission, and explore the values and strategic initiatives that support it.</p> <p>Additionally, an environmental scan of future community college challenges is presented and the desired leadership traits to meet these challenges are considered.</p> <p><i>Learning Outcomes ♦ Participants will:</i> ♦ Affirm the alignment between the college’s mission, values, and strategic plans ♦ Articulate and visualize the role employees play in actualizing the college’s mission ♦ Strategically assess the meaning of future challenges to their colleges.</p>	<p><i>Mission</i>—Historical perspective; constant yet fluid; the mission and strategic plan; mission alignment; employees and the mission—where do I fit? And, internalizing the mission—how is it applied in each area of the college?</p> <p><i>Identity</i>—Distinguish your college as a premier community college—what make your college unique—why choose your college?</p> <p><i>Relationship Building</i>—Internal and external collaborations necessary to advance the mission.</p> <p><i>Environmental Scan</i>—What does the future hold—trends that will soon be upon community colleges. How does planning begin?</p> <p><i>Leadership</i>—Leadership, and followership, in actualizing the mission.</p>

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<p>The Leadership Factor: <i>How to Cultivate It</i></p>	<p>Description By exploring the attributes of effective leaders, and the roles they play in advancing an organization, participants can cultivate the traits that inspire them and their organizations.</p> <p>The value of modeling behaviors, thinking strategically, and measuring effectiveness, are processes explored in the seminar.</p> <p>Learning Outcomes ♦ Participants will:</p> <ul style="list-style-type: none"> ♦ Compare and contrast various leadership styles, potential outcomes of various styles, and related attributes ♦ Critically evaluate the <i>leader within</i> (themselves) and how these leadership traits can advance the college ♦ Design process improvement systems to track what is important to the college. 	<p>Management vs. Leadership—Compare and contrast distinguishing attributes; sustaining qualities; and the impact effective leaders have on the organization.</p> <p>True North—Finding individuals’ strengths and building upon them; all one team; and model desired behaviors.</p> <p>The Three Cs—Collaboration, conflict resolution, and communications can lead to <i>enabling leadership</i>.</p> <p>Making Things Happen—Thinking strategically and moving toward execution—from inception to implementation.</p> <p>Process Improvement—Define organizational effectiveness, measure what matters, and apply continuous improvement.</p>

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<p>A Culture of Leadership: Walking the Talk</p>	<p>Description To prepare for the future, premier organizations recognize the impact of changing environments, multiple challenges, and diminishing funds. Skillful leaders are needed to navigate the new reality.</p> <p>Enhance your ability to establish a culture that affirms the staff's ability to innovate, create processes, establish accountability, and engage in critical thinking and problem solving.</p> <p>Learning Outcomes ♦ Participants will:</p> <ul style="list-style-type: none"> ♦ Develop a keen awareness for organizational culture and the necessary elements to sustain an effective environment ♦ Analyze the elements and impact of transactional and transformational leadership ♦ Employ strategies such as shared vision, systems thinking, problem solving, and appreciative inquiry ♦ Synthesize the elements of respected change models and analyze their effectiveness. 	<p>Organizational Dynamics—What is organizational culture? To what degree does culture promote positive advancement? And, what impact can organizational culture have on a college?</p> <p>Build an Enabling Culture—Identify attributes of effective cultures; discuss strategies that enable organizational growth and development; and explore a culture of leadership.</p> <p>Transactional vs. Transformational Leadership—Review the distinctions; discuss the importance of establishing trust; and cultivate a sustained team-oriented environment.</p> <p>The Tool Box—Discuss and apply tools such as shared vision, systems thinking, appreciative inquiry, and interest-based problem solving.</p> <p>Change Models—Making change happen; exploring systems to support change; and align goals, responsibilities, trust, and accountability.</p>

<i>Session Title</i>	<i>Description and Learning Outcomes</i>	<i>Sample of Topics for Consideration</i>
<p>Aligning Strategic Priorities and Financial Capacities</p>	<p>Description All too often faculty and staff enter into financial discussions with limited expertise and awareness of options. This seminar will help to fortify alignment of strategic priorities and the budgeting process.</p> <p>In an effort to expand a leader's fiscal understanding, ancillary revenue sources and resource development are explored. For the non-financial leader, the topics of fiduciary responsibility and accountability are also included in this session.</p> <p>Learning Outcomes ♦ Participants will: ♦ Evaluate the importance of aligning organizational priorities and budgeting ♦ Analyze various revenue streams and the potential impact they may have on the college's viability ♦ Embrace accountability standards that support good stewardship of public funds.</p>	<p>Financial Revenue Streams—State, local and tuition sources; ancillary sources; resource development; and grant acquisition.</p> <p>Program Cost Analysis—Know what each program costs or contributes to the general operation; differential tuition; and fund accounting 101.</p> <p>Fund What Matters—Recognize WCC's priorities; review strategic priorities; and assess ROI.</p> <p>Financial Constraints Can Lead to Creative Solutions—The lifelong issue; is it an issue of <i>dollars</i> or an issue of <i>will</i>? New ways of thinking re: staffing models, open access learning, etc.</p> <p>Stewardship—Accountability and performance based funding; appropriate and ethical use of funds; and more...</p>