

ADMIN201

Transformational Leadership Program

DAY ONE, SUNDAY, JULY 14, 2019

Location: Residence Inn, Capitol Conference Room

10:00 a.m. Program Check In

11 a.m. Opening Remarks from Charlie Ng, Vice President of Human Resources, MiraCosta CCD and Joi Blake, Superintendent/President, Palomar College

Co-Coordinators of the Admin 201 Program will welcome participants and facilitate introductions prior to a networking luncheon.

12 Noon Welcome Lunch & Networking/Cell Phone Break

1:00 p.m. Program Orientation

Program coordinators will provide a detailed overview of program materials, resources and training content. They will review the anticipated learning outcomes for each section and go through daily logistics so participants are completely aware of the expectations of the program, and the opportunities of being in Sacramento for the week.

2:00 p.m. Assessment Results Presentation: Dan Schwab, Certified LPI Facilitator

There's a popular myth that only a lucky few can master the "art of leadership." However, more than 25 years of research demonstrates consistently and conclusively that leadership is not so mysterious after all. Rather, a significant amount of data—from more than 10,000 cases and 3,000,000 surveys—shows that leadership is an *observable, learnable set of practices that are accessible to all of us*.

This research, conducted by James Kouzes and Barry Posner, and reported in their best seller, *The Leadership Challenge*, guides us through an understanding of the Five Practices of Exemplary Leadership: model the way; inspire a shared vision; challenge the process; enable others to act; and encourage the heart.

In this opening session you will get an overview of their theory and the research supporting it, as our facilitator demonstrates how to leverage each practice within your own unique leadership style.

5:00 p.m. Reflection/Questions/Wrap Up

5:30 p.m. Adjournment/Hotel check-in

**6:30 p.m. Evening Social: Wine Tasting at Downtown & Vine
SPONSORED BY ALLIANT UNIVERSITY**

The social will be followed by a free evening in Sacramento—a walking guide of restaurants and entertainment venues will be provided.

DAY TWO, MONDAY, JULY 15, 2019

Location: 1102 Q Street, 3rd Floor Collaboration Hub

6:00 a.m. Buffet breakfast available in the Hotel Lobby

8:30 a.m. Gather in lobby for walk to CCCC *(optional transportation arranged on request.)*

9:00 a.m. *Ten Analytical Lenses*

Ten analytical lenses (20/20, concave, convex, telephoto, bifocal, rose-colored, sunglasses, rearview mirror, contact, and wide-angle lenses) are tools used to provide perspective that can reveal whether innovation is likely to succeed or fail. The lenses help determine which approaches are best adopted when exploring ideas with each stakeholder group, and whether there's a valid need for change.

In these segments of the program, our facilitators will conduct interactive exercises to review theories outlined in the assigned text "*Change Leadership in Higher Education*" and apply them to your own real world issues.

11:00 a.m. Networking and Cell Phone Break

11:15 a.m. *The Ten Lenses of Leadership* *(continued)*

12:15 p.m. Lunch Buffet, Networking and Cell Phone Break

1:15 p.m. *STEEPLED Analysis*

STEEPLED analysis is a tool used to uncover the actual causes of "dis-ease" by making a systematic scan of eight different areas (social, technological, economic, ecological, political, legislative, ethical, and demographic) in order to determine which drivers of change may be relevant in each of them. Our discussion will focus on using this tool to assess the needs of your institution.

4:00 p.m. PANEL PRESENTATION: LEADERSHIP PATHWAYS: *The Road Less Traveled*

Our first panel presentation brings together four noted Community College Leaders from a variety of institutions representing large multi-campus districts, a single campus district and colleges within a multi-campus district. These recognized leaders will discuss their own unique journey to leadership, and how what they've learned along the way is helping them face the challenges and realities of today. Our panelists will also participate in an evening function with the class that has been designed to continue the conversation in a more focused way.

Session Panelists:

- **Diana Z. Rodriguez**, *President, San Bernardino Valley College*
- **Jose Fierro**, *Superintendent/President, Cerritos CCD*
- **Byron Breland**, *Chancellor, San Jose Evergreen CCD*
- **Tammeil Gilkerson**, *President, Laney College*

5:00 p.m. Adjournment

**6:00 p.m. Cocktail Reception followed by a hosted *Dinner with a Leader*, Cafeteria 15L
SPONSORED BY SCHOOLS FIRST CREDIT UNION**

DAY THREE, TUESDAY, JULY 16, 2019

Location: CCCCCO/Collaboration Hub

6:00 a.m. Breakfast is available in the Hotel lobby

8:30 a.m. Gather in lobby for walk to CCCCCO (*optional transportation arranged on request.*)

9:00 a.m. Monday Recap/Review Session

10:00 a.m. *A Learning Culture*

The characteristics of an organization that positions it to accept change more readily is commonly referred to as its *learning culture*. Being proactive and optimistic; committed to learning, with transparent and open communication; modeling diversity; making positive assumptions; believing that change is possible, and the clear-eyed observation of the institution's own growth are all key. Adopting systems approaches wherever possible, and understanding that learning methods need to change over time are also factors in a strong learning culture. Facilitators will again conduct an interactive exercise to apply this theory to your own institutional realities.

12:00 p.m. Networking Luncheon

1:30 p.m. Strategic Compass

The Strategic Compass points the institution in a general direction, and not in an overly detailed and costly manner. It asks, what do we do best? What do our strengths tell us about who we really are? Does our identity drive how we use our resources? How do we develop a culture of innovation that extends, but doesn't alter, this identity?

3:15 p.m. Networking and Cell Phone Break

3:30 p.m. SMALL GROUP WORK: Case Study: Questions 1 and 2

How successful or unsuccessful has LCC been in the past 18 months under President Nolan's leadership?

To what extent can LCC's success, or lack of success be attributed to their strategic compass and/or their learning culture?

5:30 p.m. Adjournment. Your evening is unscheduled—enjoy downtown Sacramento!

DAY FOUR, WEDNESDAY, JULY 17, 2019

Location: CCCCCO/Collaboration Hub

6:00 a.m. Breakfast is available in the Hotel lobby

8:30 a.m. Gather in lobby for walk to CCCCCO *(optional transportation arranged on request.)*

9:15 a.m. Tuesday Recap/Review

10:00 a.m. SMALL GROUP WORK: Case Study: Question 3

Other than its strategic compass/learning culture, what are the three most important reasons for LCC's success or lack of success, and where is the institution most vulnerable and why?

11:00 a.m. PANEL PRESENTATION: FORGED IN FIRE: *When Crisis Mode has no "Off Switch"*

For our second panel we've brought together four compelling leaders in the system today, each with experience in successfully managing incredible turmoil or significant change within their institutions. Each of our panelists have a story to tell about the unique demands placed on Community College leaders today as they navigate change and disruption.

What happens at 201 stays at 201, and our panel will share their stories with you in a very real conversation about the hardships of the leadership experience, and their own unique

perspective on the tools, tactics and temperament required to navigate in today's turbulent times. *See if you can spot the 5 practices in their stories!*

Session Panelists:

- **Keith Curry**, *President, Compton College, CEO Compton CCD*
- **Samia Yaqub**, *Superintendent/President, Butte CCD*
- **Frank Chong**, *Superintendent/President, Santa Rosa Jr. College*
- **Sunita Cooke**, *Superintendent/President, MiraCosta CCD*

12:30 p.m. Networking Lunch with the Panelists

2:00 p.m. KEYNOTE SESSION: *Being a Community College Leader Today*

Dr. Douglas Houston, *Chancellor, Yuba CCD and
President of the ACCCA Board of Directors*

3:30 p.m. Networking/Email Break

4:00 p.m. SMALL GROUP WORK: *Homework Assignment: LCC Case Study Question 4*

*Should the president make any changes to LCC's strategy? If yes, what specific changes and why? If not, why not? Which one or two of the 5 "Practices of Exemplary Leadership" will be **most important** to the changes you're recommending?*

4:30 p.m. Adjournment. *Evening suggestion: Work with your group on the homework assignment in a social setting! A list of local options within walking distance of the hotel is included in your materials.*

DAY FIVE, THURSDAY, JULY 18, 2019

Location: Residence Inn Capitol Conference Room

6:00 a.m. Breakfast is available in the lobby

Be sure to check out of your room BEFORE the final session. You may store your bags in the back of the meeting room.

9:30 a.m. Group Reports on Question 4

11:00 a.m. Class Debriefing/Wrap up/Participants Final Thoughts

12:00 p.m. Closing Luncheon and Participant Recognition

2:00 p.m. Program Adjourns