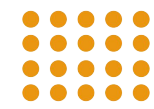


LEADING WITH YOUR NORTH STAR

Dr. Javier Ayala

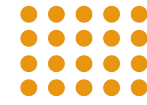
FALL 2025

Association of California Community College
Administrators



My Journey & My Why





AI Server Down; Who's Really in charge of Parking?





Program vs. Project





Overview of the Four Quadrants

1

Why

2

Core
Values

3

Courage

4

Systems

Quadrant 1

Why

If you had no title, position, or paycheck, why would you still do this work?



Why the North Star Matters



Quadrant 2

Core Values

What two words guide how you show up, especially when no one is watching?



Quadrant 3

Inner Ring

When things get hard, what courage will keep you in the ring?



Vulnerability



Armoring Up



Resilience





Quadrant 4

Outer Ring

Who else needs to be involved — and what rules, traditions, or politics might block change?



Bounded Rationality



Multiple Streams



Multicentric Decision Making



Punctuated Equilibrium

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Thank you!

LinkedIn — Dr. Javier Ayala



Lifespan Leadership Book

