CTCLDA Leadership Academy

The CTCLDA recognizes the need for strong leaders in the Washington CTC system. The work of creating educational opportunities for students across demographics is an extremely difficult task. It calls for leaders that aspire work for the good of all the students and communities that we serve.

With this in mind, the CTC Leadership Development Association would like to offer the opportunity for our members to join in our first Leadership Academy. This is a program that was developed to assist Washington State CTC system employees to advance and strengthen their leadership knowledge and skills. This will be accomplished through interactive workshops to analyze personal, organizational, and system goals or initiatives.

The Leadership Academy will be a cohort based experience that will take place over three sessions. Each session will occur at a different college campus once a quarter prior to the CTCLDA conferences. The program will explore the fundamentals of leadership and its challenges while having a focus on diversity, equity, and inclusion. After completing all three sessions of the program, participants will receive a Certificate of Recognition.

– General Program Overview –

Day 1 – Leadership Fundamentals

❖ **Authentic Leadership**
This session will focus on the personal journey of leadership. Participants will explore differing leadership styles and theories to assist in the development of a personal approach.

❖ **Equity, Diversity, and Inclusion**
In this session, participants will explore and develop an understanding of how equity, diversity, and inclusion are vital to organizational development. This session will also be used to develop a common language with which to approach these topics in all other sessions of the academy.

Day 2 – The Challenges of Leadership

❖ **Change Management**
Participants will explore the concepts of change management when leading from the middle. Scenarios such as implementation of changes involving Guided Pathways may be covered.

❖ **Having Difficult Conversations (With an HR Focus)**
This session will focus on the basics of addressing conflict and performance evaluation. Leaders will learn to hold employees accountable while keeping an empathetic ear.

❖ **Project Management**
This session will present various approaches to project management in order to stay on track and be productive. Emphasis will be put on how effective project management supports leadership effectiveness and team success.

Day 3 – Developing Your Leadership

❖ **Leadership Self-Assessment**
Various assessments will be surveyed to determine the different tools that individuals can use to develop a baseline for future self and program development.

❖ **Future Growth**
This session will focus on resources, opportunities, and mentoring that will help individuals grow in their positions and prepare for advancement. Special focus will include a review of leadership skills from earlier sessions including equity, change management, and conflict management.

❖ **Development Commitment Plan**
This is an ongoing process, individuals need to be intentional. This session is designed to allow participants to focus on their personal leadership role and goals by creating a personal plan for growth and development.

– Program Logistics –

This cohort-based program will be a small group in order to create many opportunities for collaboration and networking. There will be one session per quarter that will be based at a CTC college campus or the conference venue. Participants will be heavily encouraged to attend the CTCLDA conferences to maximize their development. The proposed dates for the workshops are subject to change but as follows: November 29th, February 28th, and August 14th.

The program cost will be $1,000 for the entire 3 day program. This will include all materials, supplies, as well as lunch and refreshments. The CTCLDA will attempt to assist with booking hotels but this will be the primary responsibility of the participants. Travel is not included in the program fees.

A Letter of Commitment will be required from the individual's President, VP, or Dean in order to be a confirmed program participant. The letter is required as the registration fee is non-refundable whether the participant attends all the workshops or not.

Participants will be presented with their Certificate of Recognition at the Summer Conference and must attend all three sessions in order to receive the certificate.

This will be a first come first served program and applications will be due no later than October 31st, 2018. Please apply as soon as possible!

Individuals that are interested in registering for the program can contact Chance Stewart to obtain the registration information and a Letter of Commitment form. Please send an email to cstewart@sbctc.edu.

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