

# **WSSSC Report: MSSDC**

Winter Commission Meeting, 2017

Submitted by Ata U. Karim

1. Winter Conference ~ March 3<sup>rd</sup>, Hotel Murano, Tacoma, WA. “Leadership in Complex Times”
2. CTC Leadership Development Association continues to promote professional growth and development for Washington’s community college administrators and the state community college system and strives to develop and promote leadership and managerial perspectives on issues relating to higher education. Attached are the upcoming opportunities.
3. Ongoing work on direction and mission of the Association continues. Work is being done to align mission and value statements.

All the information and nomination forms/scholarship applications available on the website [www.theassociationctc.org](http://www.theassociationctc.org)

DRAFT



**Winter 2017 CTC Leadership Development Association  
Conference**

**LEADERSHIP in COMPLEX TIMES**

**March 3 at Hotel Murano - Tacoma, WA**

**FEATURING:**

**Alison Kadlec, Senior Vice President and Director, Higher Education and  
Workforce Programs, Public Agenda on:**

**"Principles and Practices of Enlightened Leadership"**

**and**

**Karen Bolton, Professor, Organizational Leadership, Faculty Lead for Guided  
Pathways, Olympic College on:**

**"SHIFTING YOUR MINDSET: Becoming an Enlightened Leader"**

**Hotel Murano is offering a special conference rate of \$120**

**Registration Fee: \$175 for participants from member colleges; \$275 for non-  
members.**

**Conference begins at 8:15; concludes at 3:00. Continental Breakfast, Lunch and all  
materials are included in registration fee.**

**Don't miss out! REGISTER NOW at  
[www.ctcleads.org](http://www.ctcleads.org)**

**Questions? Contact Kati  
Hays [chays@columbiabasin.edu](mailto:chays@columbiabasin.edu)**

**SAVE THE DATE: Summer 2017 Conference – August 3 & 4,  
Davenport Hotel, Spokane**

**SCHOLARSHIPS are available for students and CTC  
employees:**

**[WWW.CTCLEADS.ORG](http://WWW.CTCLEADS.ORG)**

DRAFT

CTC Leadership Development Association continues to promote professional growth and development for Washington's community college administrators and the state community college system and strives to develop and promote leadership and managerial perspectives on issues relating to higher education.

**Working Title:** Foundations of Leadership

**Audience:** Designed for individuals in a new leadership position or new to the CTC system in Washington State.

**Format:** Yearlong Leadership Development Program. Participants will earn a Certificate of Recognition in Leadership and Human Relations from Olympic College.

The program is designed as a cohort model, where they meet quarterly to establish a bonding experience. Students meet face to face, then continue the work and assignments via Canvas.

- Participants will earn a CERTIFICATE OF RECOGNITION: LEADERSHIP & HUMAN RELATIONS -- 12 Credits Total
  - Participants will have the option to earn additional certificates
- Enroll as a cohort (up to 30 students)
- One year leadership development
- 20 credits
  1. OLRM 150 (2 credits) Improving Human Effectiveness
  2. OLRM 201 (5 credits) Intro to Organizational Leadership
  3. OLRM 225 (5 credits) Human Relations in Organizations
  4. OLRM 205 (3 credits) Managing Diversity
  5. OLRM 260 (5 credits) Conflict Resolution

Format/Delivery

- Session 1 – Fall Quarter (2 ½ days of training). Kick-off, introductions, course/program expectations (1 year cohort model). **OLRM 150 Signature StrengthsFinder**. How do you apply that to your goals? How do you leverage the strengths and the weaknesses of your signature strengths? Followed by a 1-day course overview of outcomes and expectations for the **OLRM 201 Intro to Org Leadership class (Canvas)**.
- Session 2 – Winter Quarter (1 ½ days of training). Review of Signature Strengths, class discussions activities. Overview of outcomes and expectations for the **OLRM 225 Human Relations (Canvas)**.
- Session 3 – Spring Quarter (1 ½ days of training). Review of Signature Strengths, class discussions activities. Overview of outcomes and expectations for the **OLRM 205 Managing Diversity (Canvas)**.
- Session 4 – Summer Quarter (1 ½ days of training). Review of Signature Strengths, class discussions activities. Overview of outcomes and expectations for the **OLRM 260 Conflict Resolution class (Canvas)**.

Why?

- Lack of substantial leadership training
- One-year cohort model would grow CTC leaders from within.

Olympic College Leadership Stackable Certificate

**STEP 1 - Completed during the first year in the Leadership Development Cohort**

DRAFT

[CTC Leadership Development Association Leadership Development Program](#)

**CERTIFICATE OF RECOGNITION: LEADERSHIP & HUMAN RELATIONS -- 12 Credits Total**

*The Leadership and Human Relations certificate is designed as an introduction to leadership theory and practice for individuals at the beginning of their leadership journey or those considering advancement into a leadership role. Students will explore their leadership potential by discovering their signature leadership strengths, forming a conceptual and applied understanding of foundational leadership principles, and developing the intrapersonal and interpersonal competencies necessary for leadership success.*

**Required Courses:**

- Improving Human Effectiveness – OLRM 150 – 2 Credits
- Introduction to Organizational Leadership – OLRM 201 - 5 Credits
- Human Relations in Organizations – OLRM 225 - 5 Credits

**Option 2 – Continue Leadership Development Training**

**CERTIFICATE OF COMPLETION: ORGANIZATIONAL PERFORMANCE IMPROVEMENT -- 13 Credits (25 Credits Total)**

*The Organizational Performance Improvement certificate is designed to stack on top of the Leadership Development Certificate. This certificate is intended for students who are looking to develop additional leadership skills at the next level by focusing on an area of specialization in leadership studies. Students choose among three areas including Organizational Leadership, Leadership & Supervision, or Conflict Engagement.*

**Choose a Focus Area:**

Organizational Leadership

- Introduction to Organizational Ethics – OLRM 202 – 5 Credits
- Managing Diversity – OLRM 205 – 3 Credits
- Conflict Resolution – OLRM 260 – 5 Credits

Leadership Communication

- Managing Diversity – OLRM 205 – 3 Credits
- Organizational Communication – OLRM 250 – 5 Credits
- Conflict Resolution – OLRM 260 – 5 Credits

- CERTIFICATE OF RECOGNITION: LEADERSHIP & HUMAN RELATIONS -- 12 Credits Total**

**Option 3 – Continue Leadership Development Training**

**CERTIFICATE OF COMPLETION: ADVANCED LEADERSHIP DEVELOPMENT -- 15 Credits (40 Credits Total)**

*The Advanced Leadership Development certificate is designed to stack on top of the Leadership Development Certificate and the Organizational Performance Improvement Certificates. This certificate is the next step in leadership development for professionals who desire to be transformational servant leaders and change agents in today's rapidly moving organizational landscape.*

- Introduction to Business – BUS 101 – 5 Credits
- Introduction to Servant Leadership – OLRM 210 - 5 Credits

**Choose one Course**

- Introduction to Organizational Ethics – OLRM 202 – 5 Credits
- Organizational Communication – OLRM 250 – 5 Credits

- CERTIFICATE OF RECOGNITION: ORGANIZATIONAL PERFORMANCE IMPROVEMENT  
13 Credits (25 Credits Total)**

- CERTIFICATE OF RECOGNITION: LEADERSHIP & HUMAN RELATIONS  
12 Credits Total**