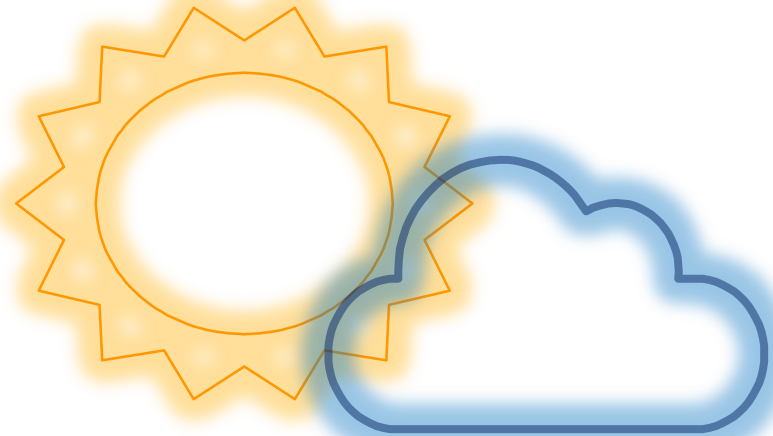


Prepared to Lead?

*Matching Training Options to
Performance Needs*





HELLO!

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ACCCA Leaders and SMEs

**Dr. Douglas
Houston,**

*Chancellor, Yuba CCD
and President,
ACCCA Board*

dhouston@yccd.edu

Dr. Geisce Ly,
*Dean, Downtown
Campus and School of
Business, Fashion,
Culinary Arts, Child
Development, and
Horticulture/Floristry,
City College of San
Francisco*

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Charlie Ng, *Vice
President, Human
Resources, MiraCosta
CCD*

cng@miracosta.edu



“ *There is no training for this job or any Dean level job where I work. You have some skills and common sense and are left with that.*

~2019 ACCCA Member Survey Comment...

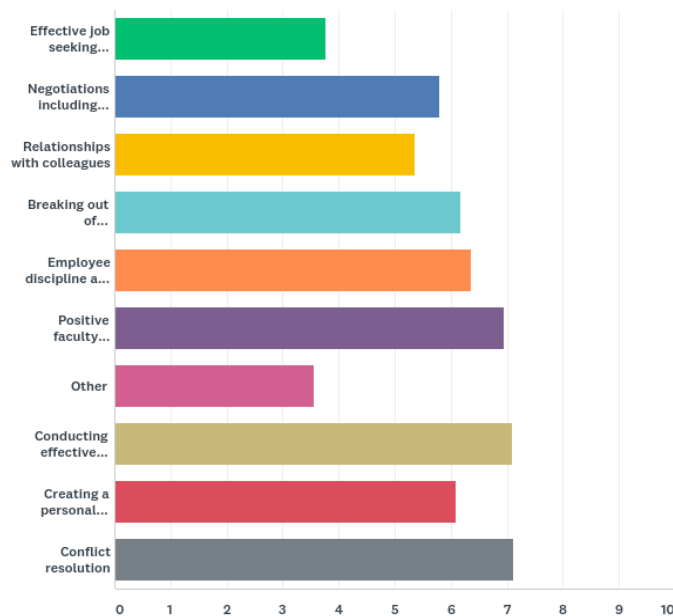


A Growing Demographic

- Our 2019 survey found that over 55% of ACCCA members are in their jobs **5 years or less**
- Fact: A diverse workplace is more than gender and ethnic diversity, it's generational and experiential too—right now, you can be working with multiple generations at once
- In 2018-19 ACCCA had 70+ applicants for 25 seats in the Mentor Program, and a waiting list 25 deep for Admin 101—*the need is real and growing.*

Top requests for training [2019 member survey]...

Q36 Tell us about any additional topics for which you would like professional development.
Rank the following topics with 1 being your top priority:



The questions before us...

*It's a dialogue, please feel free to
stop us and express yourself.*



Q1: What are the *essential* training areas for the New Administrator?

- Based on most recent Member and Admin 101 survey comments, we found new administrators/managers need training in ***conflict resolution***; ***conducting effective meetings***; and fostering ***positive relationships with faculty***.



Q2: Are the goals mandated in the *Vision for Success* aligned with the training options that currently exist?

- Beyond technical proficiency, the need for ***leadership skill building*** for administrators & managers is greater than ever. In our recent survey of administrators in California, over 88% reported the need for either technical or leadership training, and over half cited the need for **both**...



Q3: What *should* the future of professional development for administrators look like?

- While the past couple of years have seen robust funding for professional development for administrators, this latest budget featured a significant rollback on that commitment...*how can we leverage existing resources to provide the necessary training to realize a shared Vision for Success?*

A person with short brown hair, seen from the back, is looking at a wall covered in various design-related papers, sketches, and photos. The papers include wireframes, color palettes, and conceptual drawings. A large blue arrow graphic points from the left towards the center of the image.

Let's Discuss!

1

The New Administrator

On the job 5 years or less...



Essential Training for New Administrators is an Investment that Pays Dividends!

Essential Training Elements

- How to manage up, down and sideways
- How to extend influence throughout the organization
- How to forge strong ties to build momentum

Being an Effective Manager is Essential in a Political Environment

- Operations management and strategies
- Navigating effectively within a complex organization
- Relationship management and rules of engagement
- Change management

2

Leadership Development

*Having technical ability is
simply not enough...*

Principles that leaders need to consider when leading

- Being proactive
- Committed to learning
- Making positive assumptions
- Believe change is possible
- Learning methods change over time
- Optimistic about the future
- Transparent and open communication
- Diversity, equity, and inclusion
- Systems approaches

Drivers that leaders need to consider when making decisions

- Political
- Social
- Technological
- Economic
- Legislative
- Ethical
- Demographic
- Ecological

Approaches that leaders need to consider when engaged in strategic change

■ Scenario Planning

- ▷ Growth
- ▷ Constraint
- ▷ Transformation
- ▷ Collapse

- How to best position to take advantage of unexpected opportunities
- Remaining resilient with unanticipated challenges
- How to adapt to stay relevant in years to come

3

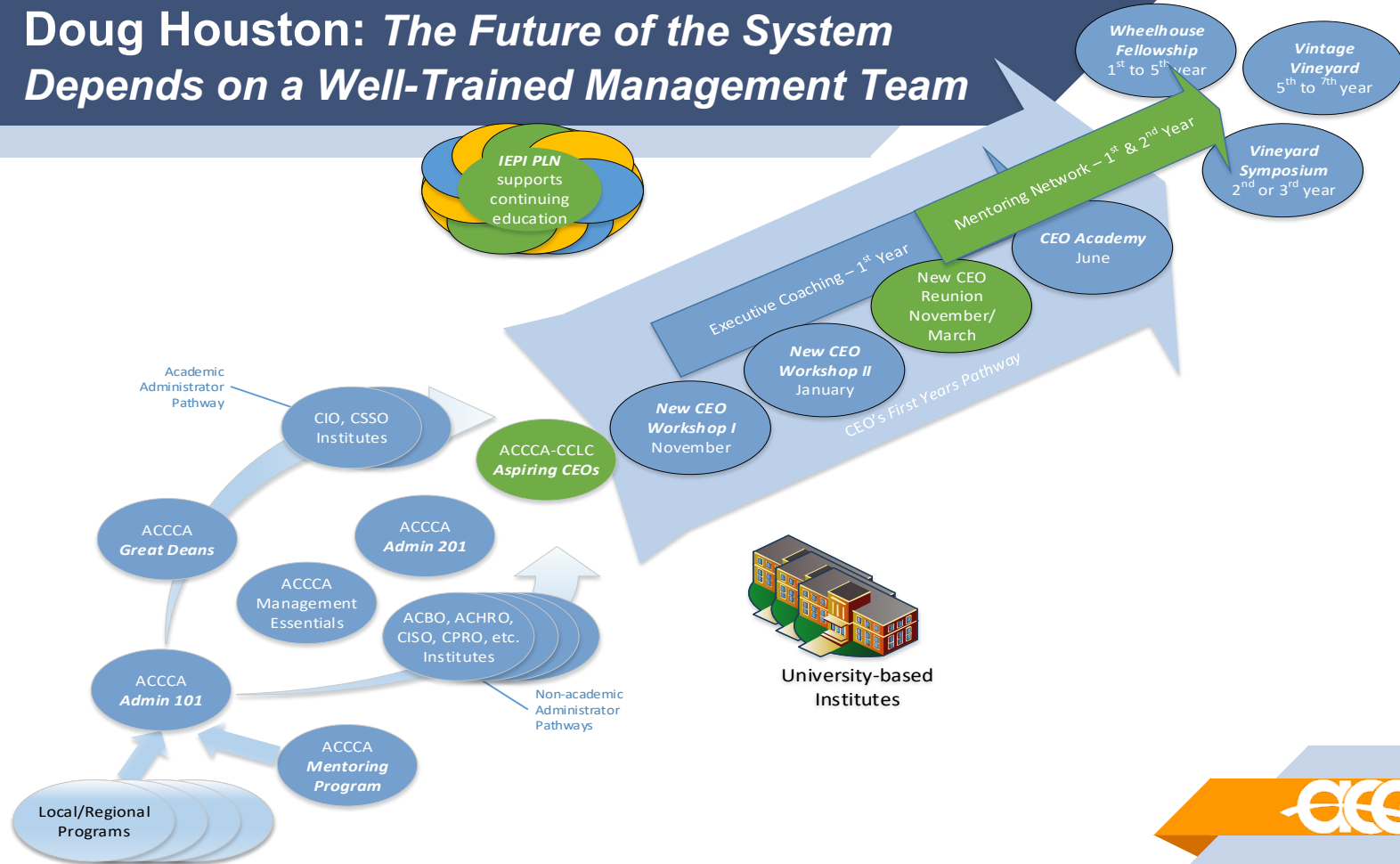
The Future of PD for Administrators

*Collaboration for a stronger
pathway...*





Doug Houston: *The Future of the System Depends on a Well-Trained Management Team*





**Doug Houston: *The Future of the System
Depends on a Well-Trained Management Team***

New Program for Aspiring CEOs Coming in 2020-21

- Collaborative effort between CCLC and ACCCA;
- Facilitated by search firms and seasoned CA CEOs;
- Two one-day workshops with inter-session webinar



**Doug Houston: *The Future of the System
Depends on a Well-Trained Management Team***

SESSION 1: Taking the Next Step to Your First CEO Position

■ CCLC Annual Convention Pre-Con, **November 18, 2020**

Intersession Skill Building Webinar—Mid-January, 2021

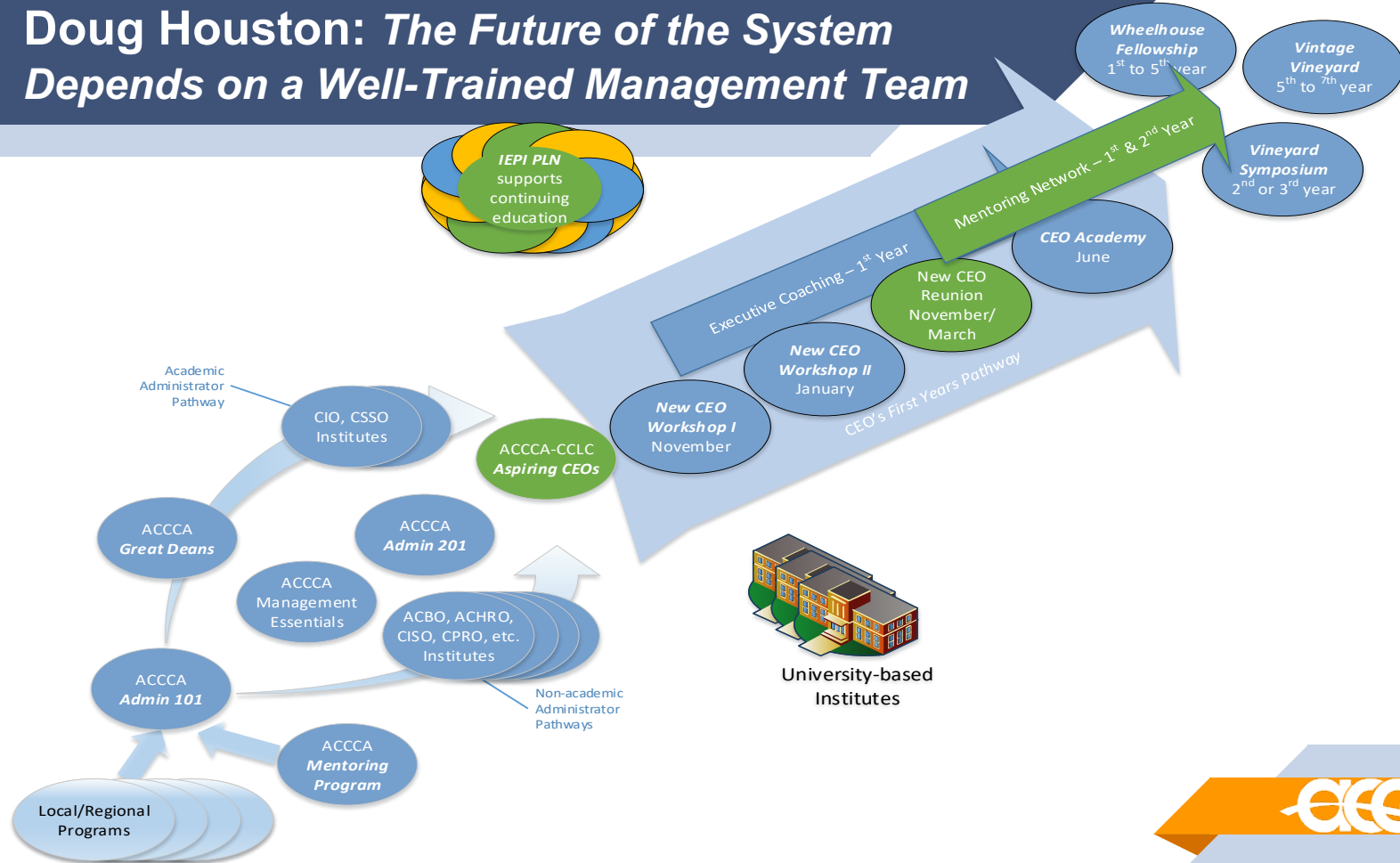
SESSION 2: Mock Interview Panels and Public Forums

■ ACCCA Annual Conference Pre-Con, **Feb 16, 2021.**





Doug Houston: *The Future of the System Depends on a Well-Trained Management Team*





**THANKS for your
Feedback!**

Any questions?