



**A Vision for the Future: Working Toward a Collaborative, Equitable, and Inclusive Professional Development Experience**

# 4CSD Annual Conference

March 6 – 8, 2019

DoubleTree Hotel, Claremont CA



## **4CSD Annual Conference**

**March 6 – 8, 2019**

Doubletree Hotel  
555 W. Foothill Blvd.  
Claremont CA 91711

*A Vision for the Future: Working Toward a Collaborative, Equitable,  
and Inclusive Professional Development Experience*

On Wednesday, March 6<sup>th</sup>, the conference will begin with a Professional Development Practitioner's Workshop. This session will provide a wealth of information and resources on how to develop a strong Professional Development Program Plan that addresses the needs of all employee groups. The conference will continue on Thursday, March 7<sup>th</sup> with a variety of breakout workshop sessions, including a special session by Dr. LeBaron Woodyard, who will be on hand to present *Everything You Need to Know About FLEX, Funding, and Program Plans!* He will also answer your questions about anything related to FLEX! Awards for Innovative Program and Outstanding Activity will be given at lunch. The evening will conclude with a social from 5:00 – 7:00pm and then dinner on your own.

Friday, March 8<sup>th</sup>, will begin with a 4CSD business meeting and board elections. This will be followed by an energizing keynote presentation by Dr. Kevin Walsh, CEO of Global Community Enrichment. The conference will conclude with a special presentation by Ms. Laura Hope. We've planned a very full conference and you won't want to miss a minute of it!

We invite you to join us at the 2019 conference to connect, network, be inspired, and re-energize with your colleagues to renew yourself for an exciting year in professional development! We encourage you to network with your colleagues and take away LOTS of ideas that you can use on your own campus to build a collaborative, equitable and inclusive professional development experience!

The conference registration form is included on page 3. Questions? Please contact conference chair Jan Schardt at [jschardt@napavalley.edu](mailto:jschardt@napavalley.edu) or at (707) 256-7412.



## **DEADLINE TO REGISTER**

**February 25, 2019**

Conference registration fee includes:

- The Professional Development Practitioner workshop
  - All breakout workshop sessions
  - A special session on *Everything You Need to Know About FLEX, Funding, and Program Plans* presented by Dr. LeBaron Woodyard from the Chancellor's Office
  - Awards
  - Breakfast and lunch on Thursday
  - Evening social on Thursday
  - Breakfast and lunch on Friday
  - All conference materials
- 
- ☐ **\$495 for 4CSD members before 2/25** (After 2/25 - \$595)
  - ☐ **\$550 for non-members before 2/25** (After 2/25 - \$650)

## **Hotel Reservations:**

***Please note that the conference registration fee does not include hotel accommodations.***

Please reserve hotel rooms directly with the Doubletree Hotel by contacting them at [https://doubletree.hilton.com/en/dt/groups/personalized/O/ONTCLDT-CCC-20190306/index.jhtml?WT.mc\\_id=POG](https://doubletree.hilton.com/en/dt/groups/personalized/O/ONTCLDT-CCC-20190306/index.jhtml?WT.mc_id=POG) or by calling 909-626-2411. When making reservations, please ask for the 4CSD room block for our discounted price.

The DoubleTree by Hilton Hotel Claremont is nestled in the foothills of the San Gabriel Mountains between Southern California's Inland Empire and the Los Angeles Basin on historic Route 66. The hotel is located ten miles from the Ontario International Airport (ONT).

**Please note Airport Shuttle service is not included in the conference registration fee.**

Supershuttle provides transportation from all airports, including Ontario (ONT), Los Angeles International (LAX), John Wayne Orange County (SNA), Long Beach (LGB) and Burbank (BUR). Information about Supershuttle is available online at <https://www.supershuttle.com/default.aspx?GC=LNZQP>.

*A Vision for the Future: Working Toward a Collaborative, Equitable, and Inclusive Professional Development Experience*

**4CSD Conference Registration Form**

**March 6 – 8, 2019**

**REGISTRATION DEADLINE: February 25, 2019**

Conference Attendee's Name: \_\_\_\_\_ College: \_\_\_\_\_

Title: \_\_\_\_\_

College Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax Number: \_\_\_\_\_

Email: \_\_\_\_\_

**Registration Fee (per person)**

	<u>Before 2/25</u>	<u>After 2/25</u>	
Member*	\$495.00	\$595.00	_____
Non-member	\$550.00	\$650.00	_____
	<b>TOTAL:</b>		_____

(Cancellation fee of \$100 prior to 2/25/19. No refunds after 2/25/19). Substitution is allowed; must contact conference chair with any changes.

\*Check the 4CSD website to see if your college is a member school at [www.4csd.com](http://www.4csd.com). Join now and get membership rate.

**PLEASE USE ONE REGISTRATION FORM PER PERSON.**

**PAYMENT MUST BE RECEIVED BY February 25, 2019.**

**Will you be attending the free pre-conference training offered by Franklin Covey – *Leading at the Speed of Trust*? Yes \_\_\_\_\_ No \_\_\_\_\_**

**Please email, fax or mail registration form and send check payable to 4CSD to:**

4CSD Annual Conference  
Attn: Jan Schardt  
C/O Napa Valley College  
Office 1765F  
2277 Napa- Vallejo Highway  
Napa, CA 94558

Phone: (707) 256-7412  
Fax: (707) 256-7469  
Email: [jschardt@napavalley.edu](mailto:jschardt@napavalley.edu)

We apologize that credit cards cannot be accepted.



**Please indicate if you will be staying for lunch on 3/8: Yes \_\_\_ No\_\_\_**

**Special needs:** \_\_\_\_\_ Dietary \_\_\_\_\_ Mobility \_\_\_\_\_

**Conference Location:** Claremont Double Tree, 555 W. Foothill Blvd, Claremont, CA 91711  
Ph: 909-626-2411. When making reservations, ask for the 4CSD room block for our discounted rate. **Conference questions? Please contact: Jan Schardt, 4CSD Conference Chair**  
Napa Valley College (707) 256-7412 Fax: (707) 256-7469  
Email: [jschardt@napavalley.edu](mailto:jschardt@napavalley.edu)

# 2019 4CSD Conference

## SCHEDULE AT-A-GLANCE

### TUESDAY, MARCH 5 – Optional Pre-Conference Training

**8:30am – 4:30pm**      Part 1 of optional pre-conference FREE Train-the-Trainer  
*Leading at the Speed of Trust* by Franklin Covey  
*\*Please see flyer on pages 18 - 19 for more information.*

### WEDNESDAY, MARCH 6 – 4CSD Conference Begins

**8:30 – 12:30**              Part 2 of optional pre-conference FREE Train-the-Trainer  
*Leading at the Speed of Trust* by Franklin Covey

**1:00 – 5:00**              **4CSD Conference Check-In**  
*Sycamore Maple*

**2:00 – 5:00**              **Professional Development Practitioner's Workshop**  
*Sycamore Maple*

**5:00**                      **Dinner on your own**

### THURSDAY, MARCH 7

<b>8:30 - 9:30</b>	<b>Conference Check-In &amp; Breakfast</b>	<i>Sycamore Maple</i>
<b>9:30 - 10:00</b>	<b>Welcome &amp; Ice Breaker Activity</b>	<i>Sycamore Maple</i>
<b>10:00 - 10:15</b>	<b>Break</b>	
<b>10:15 - 11:30</b>	<b>What's NEW in Professional Development?</b>	<i>Sycamore Maple</i>
<b>11:30 - 12:30</b>	<b>Lunch and Awards Ceremony</b>	<i>Sycamore Maple</i>
<b>12:30 - 1:45</b>	<b>Breakout Session 1</b>	
<b>1:45 - 2:00</b>	<b>Break</b>	
<b>2:00 - 3:15</b>	<b>Breakout Session 2</b>	
<b>3:15 - 3:30</b>	<b>Break</b>	
<b>3:30 - 4:45</b>	<b>Breakout Session 3</b>	
<b>5:00 - 7:00</b>	<b>Evening Social (No-Host Bar)</b>	<i>Outdoor Patio Area</i>
	<i>Come enjoy some appetizers and networking time with your professional development colleagues!</i>	



**7:00**                      **Dinner on Your Own**

## **FRIDAY, MARCH 8**

*All sessions will take place in Sycamore Maple*

**8:00 – 9:00 Breakfast**

**9:00 – 9:15 4CSD Business Meeting and Board Elections**

**9:15 – 10:00 Keynote Presentation: Dr. Kevin Walsh**

**10:00 – 10:15 Break**

**10:15 – 11:15 Guest Speaker: Ms. Laura Hope**

**11:15 - 12:00 Closing Remarks, Lunch, and Networking**





## 4CSD Conference Breakout Workshop At-a-Glance Schedule

**Thursday, March 7, 2019**

<b>Breakout #1 12:30 – 1:45</b>	Expansive Education Model: Applying the Model to Professional Development  <i>Mahogany</i>	Podcasting for Professional Development: It's Fun, It's More Inclusive, and It Might be the Future!  <i>Sequoia</i>	Untethered Professional Development: A More Equitable Model for Online Teaching Excellence  <i>Magnolia</i>	Supporting Inclusive Faculty Professional Development: Lessons Learned from Our Faculty Success Center  <i>Cedar</i>	The Vision Resource Center: Inclusive System-wide Professional Development Collaboration  <i>Sycamore/Maple</i>
<b>Breakout #2 2:00 – 3:15</b>	A Vision for the Future of Your College's Professional Development Program: Integrating and Implementing Cornerstone OnDemand  <i>Sycamore/Maple</i>	Teachers Take to the Trails: Visionary Experiential Professional Development Activities that take Faculty Collaboration to New Heights  <i>Mahogany</i>	What's Trust Got to Do with It? A Year Down the Road  <i>Cedar</i>	Going Digital with Your FLEX Reporting  <i>Sequoia</i>	Creating an Inclusive College Experience for Students: The Role of Classified Professionals and Why It Matters  <i>Magnolia</i>
<b>Breakout #3 3:30 – 4:45</b>	Podcasting for Professional Development: It's Fun, It's More Inclusive, and It Might be the Future!  <i>Cedar</i>	C.O.R.E. Program: Collaborative Observational Reflective Experience Program  <i>Mahogany</i>	The Vision Resource Center: Inclusive System-wide Professional Development and Collaboration  <i>Sycamore/Maple</i>	LEAP Onto the Path! A NEW Guided Pathways Leadership Experience for Classified Professionals, Faculty and Administrators  <i>Sequoia</i>	Creating Games to Initiate Equity Conversations  <i>Magnolia</i>

**Notes:**

## SESSION DESCRIPTIONS

**2:00 – 5:00**

**WEDNESDAY, MARCH 6**

### **Professional Development Practitioner's Workshop**

*Presenters: Leslie Carr, College of the Canyons; Sharon Beynon, Ventura College; and Claudia Montoya-Andrews, Orange Coast College*

Sycamore Maple

You are invited to participate in a special workshop just for professional development practitioners! The presenters will share their experience with you on how to develop a Professional Development Program Plan that addresses the needs of all employee groups. You will learn about:

- ✓ Committee structures
- ✓ Needs assessment surveys and focus groups
- ✓ Evaluations (workshop and program)
- ✓ Budgeting
- ✓ Hiring speakers/presenters
- ✓ Putting together a professional development program for all employee groups
- ✓ Annual reporting to the chancellor's office
- ✓ What is FLEX/tracking FLEX hours
- ✓ What counts as FLEX
- ✓ Marketing your professional development offerings
- ✓ Working with administration to garner support for professional development
- ✓ And much more!

Questions you may have on other topics not listed above are encouraged.





## THURSDAY, MARCH 7

**10:15 – 11:30**

### **General Session**

#### **Everything You Need to Know About FLEX, Funding, and Program Plans!**

*Sycamore Maple*

*Presenters: LeBaron Woodyard, Dean Academic Affairs, California Community Colleges Chancellor's Office and Rita Levy, Program Analyst II, Academic Affairs, Educational Programs and Professional Development Unit, California Community Colleges Chancellor's Office*

Join Dr. LeBaron Woodyard and Rita Levy from the Chancellor's Office for an informative workshop on the Flexible Calendar Program. They will provide information and answer your questions on what activities qualify for FLEX credit, FLEX reporting requirements, professional development funding, adjunct faculty FLEX issues, and Professional Development Program Plans. They will also provide an update on AB 1840, which provides funding for Classified professional development, and what is expected of community college professional development coordinators with regard to that legislation.

**12:30 – 1:45**

### **Breakout Session 1**

#### **Expansive Education Model: Applying the Model to Professional Development**

*Mahogany*

*Presenter: David Betancourt, Cerritos College*

At this session, you will learn how to apply the Expansive Education Model to Professional Development. Discover the tenets and benefits of the Expansive Education Movement through exploring the ten choices of expansive education and how they can be applied to professional development workshops and programs towards inclusive participation, deeper thinking, collaborative engagement, and reflective professional development practices.



## THURSDAY, MARCH 7

**12:30 – 1:45**

### **Breakout Session 1**

#### **Podcasting for Professional Development: It's Fun, It's More Inclusive, and It Might be the Future!**

*Sequoia*

*Presenter: Liesel Reinhart, Mt. San Antonio College*

Mt. SAC began a weekly, locally produced professional development podcast in March, 2018 to provide flexible content on a range of topics, including campus equity work. We are now almost 30 episodes in and have 100 listeners per episode - far more than attend most in-person workshops. We are now starting a special podcast series just for adjunct faculty to listen while they are freeway flying. This presentation will cover how we got started, key discoveries (and issues), and will also include hands-on work with recording devices.

Listen for yourself at <http://www.themagicmountiepodcast.libsyn.com> or wherever you get your podcasts by searching "Magic Mountie Podcast." By the end of this session, you will:

- Understand the ways in which podcasts may help community college employees better access and engage with professional development content
- Define suitable topics and structures for professional development podcasts
- Understand the steps needed to begin professional development podcasting
- Discuss challenges and accessibility requirements for podcasting.

**\*Repeated in Breakout Session #3**

#### **Untethered Professional Development: A More Equitable Model for Online Teaching Excellence**

*Magnolia*

*Presenter: Michelle Pacansky-Brock, California Virtual Campus*

Meet Your System Partner for Online Teaching Excellence! Learn how you can leverage untethered professional development events and courses to support your college's efforts to improve online teaching and learning. Becoming part of the Online Network of Educators (@ONE) will inspire faculty and staff to innovate their practices and, in turn, improve your students' online learning experiences.



**THURSDAY, MARCH 7**

**12:30 – 1:45**

**Breakout Session 1**

### **Supporting Inclusive Faculty Professional Development: Lessons Learned from Our Faculty Success Center**

*Cedar*

*Presenter: Shelly Blair, Coastline Community College*

In 2016, Coastline launched a center for teaching and learning called our Faculty Success Center for Innovation and Teaching. Hear from our current Faculty Success Center (FSC) Coordinator and Dean of Professional Development to learn how to build support for a center, how to create faculty engagement in professional development, lessons learned from the first years of our center, and how to improve faculty professional learning with instructional design.

### **The Vision Resource Center: Inclusive System-wide Professional Development and Collaboration**

*Sycamore/Maple*

*Presenter: Kevin Wutke, Foundation for California Community Colleges*

System-wide professional development has received a significant improvement! After listening to feedback about the functions and usefulness of the Professional Learning Network, it has been transformed into the Vision Resource Center with a new suite of features and content to better support your needs. The content is more engaging, focused on supporting our system's progress towards the Vision for Success. The new functions, through Cornerstone OnDemand, provide Professional Development Coordinators a fully electronic process to easily create reports and track the training completed by your employees on the Vision Resource Center. This session will provide an overview of these improvements and how every college in the system can use them. To hear about accessing even more features through your own FREE college-branded portal, please attend our next session titled "Integrating and Implementing the Vision Resource Center (Cornerstone OnDemand) at Your School."

**\*Repeated in Breakout Session #3**



California  
Community  
Colleges

Vision  
Resource Center

## THURSDAY, MARCH 7

**2:00 – 3:15**

### **Breakout Session 2**

#### **A Vision for the Future of Your College's Professional Development Program: Integrating and Implementing Cornerstone OnDemand**

*Sycamore/Maple*

*Presenter: Kevin Wutke, Foundation for California Community Colleges*

If you are already familiar with the Vision Resource Center and its platform Cornerstone OnDemand and are interested in having your own college branded portal within the Vision Resource Center, this session is for you! At this session we will provide you with more information about how to integrate and implement Cornerstone OnDemand for your college to provide an equitable and inclusive PD program for all of your employees. Integration means that your college's employee data is sent to Cornerstone and continuously updated to ensure that every time a new employee is hired, someone is promoted, etc., they automatically have access to and updated information in the portal. This is wonderful for assigning onboarding training to new employees! During this session we will briefly show you some of the functions you will need to learn how to do as the Admin of your Portal, including: Creating your welcome page, adding workshops for your local professional development, marking attendance, and creating marketing emails. Using a common PD platform will allow PD Coordinators from across the state to build a Professional Learning Network for shared success through Collaboration – a vision for our future success!

#### **Teachers Take to the Trails: Visionary Experiential Professional Development Activities that take Faculty Collaboration to New Heights**

*Mahogany*

*Presenter: Liesel Reinhart, Mt. San Antonio College*

In 2018, Mt. SAC offered two major workshops on field and experiential learning, which included both traditional on-campus sessions as well as all-day excursions into the wilderness. Faculty left hoping to gain skills and confidence about leading their own students trips, but also came back with some unexpected discoveries. This presentation will include a multimedia retelling of these sessions, an activity to examine how experiential learning could benefit their programs, and - of course - a mini field experience. Open the door and let some air in to your teaching!



## What's Trust Got to Do with It? A Year Down the Road

*Cedar*

*Presenters: Marianne Phillips and Phyllis Kowis, Franklin Covey*

At this session, participants who attended the “What’s Trust Got to Do with It?” session at the 2018 4CSD conference will discuss:

- What impact has this content/training had on your campus for Administrators, Faculty, Classified Professionals, and students?
- What were the measurable results?
- How has trust impacted employee engagement?
- How has trust impacted conflict resolution?
- How did you get started?
- If you had it to do over again, what would you do differently?

## Going Digital with Your FLEX Reporting

*Sequoia*

*Presenter: David Betancourt, Cerritos College*

Tired of paper trails and hard copies? Check out “FLEXREPORTER,” a digital platform that takes all the paperwork and headache out of documenting professional development activities on your campus. Plus, folks can sign up for events, gain approval, generate reports, and more. This platform has helped to develop an equitable and inclusive system for all employees to participate in professional development while administrative resources are kept at a manageable level.



## Creating an Inclusive College Experience for Students: The Role of Classified Professionals and Why It Matters

*Magnolia*

*Presenter: Flavio Medina-Martin, College of the Canyons*

There are a lot of misunderstandings about equity, equality, inclusivity and how these concepts impact Classified Professionals on a college campus. What do these important institutional concepts mean in relation to Classified Professionals?

This interactive presentation is geared towards understanding these concepts and how you as a staff/professional development advocate, play a pivotal role in helping to cultivate a campus culture of inclusivity. Classified employees are instrumental in your inclusive efforts. This session will explore various ways on how to bring classified employees into the fold and help overcome any challenges associated with these efforts.

How can we help Classified professionals contribute to the building blocks of student success in our educational institutions? How can we identify any potential barriers that impact Classified professionals, more so than our Faculty members? Is customer service training, the ideal training for Classified...or is there more?





## THURSDAY, MARCH 7

3:30 – 4:45

### Breakout Session 3

#### **C.O.R.E Program: Collaborative Observational Reflective Experience Program**

*Mahogany*

*Presenter: David Betancourt, Cerritos College*

The Collaborative Observational Reflective Experience (C.O.R.E.) Program for Teachers provides a template that has been developed to offer a non-judgmental, professional, valuable, and positive professional development experience in a one-to-one setting. It is collaborative because the interaction, dialogue, and involvement is designed to create an egalitarian relationship where both individuals directly involved in the experience benefit equally. The skill sets and knowledge that each participant brings to the table is recognized and valued. This experience has an observational component in that one colleague will visit another's classroom to watch a lesson being taught while taking objective and subjective notes. The follow up chat allows for sharing of ideas and reflecting on teaching practices by both the observer and the teacher being observed. Colleague mentoring transforms into a dual learning situation where authentic self-assessment is facilitated.

#### **The Vision Resource Center: Inclusive System-wide Professional Development and Collaboration**

*Sycamore/Maple*

*Presenter: Kevin Wutke, Foundation for California Community Colleges*

System-wide professional development has received a significant improvement! After listening to feedback about the functions and usefulness of the Professional Learning Network, it has been transformed into the Vision Resource Center with a new suite of features and content to better support your needs. The content is more engaging, focused on supporting our system's progress towards the Vision for Success. The new functions, through Cornerstone OnDemand, provide Professional Development Coordinators a fully electronic process to easily create reports and track the training completed by your employees on the Vision Resource Center. This session will provide an overview of these improvements and how every college in the system can use them. To hear about accessing even more features through your own FREE college-branded portal, please attend our next session titled "Integrating and Implementing the Vision Resource Center (Cornerstone OnDemand) at Your School."



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## **Creating Games to Initiate Equity Conversations**

*Magnolia*

*Presenter: Anamarie Nevarro, Chabot College*

Chabot college's Tutor Equity Training was in need of a new way to teach the definition of Equity. The presenters of this workshop created a board game that flips society in a way that not only redefines who is privileged, but makes equitable mindsets a tool of survival. After playing the game workshop participants (be they trained experts, rising professionals, or learning about equity for the first time) will take part in a fruitful conversation that reinforces the societal benefits of an equitable mindset while emphasizing differences between equity and equality. Although our game focuses on equity, our presentation seeks to encourage professionals to create games, or other non-traditional tools, to lead conversations on challenging topics.



## **Podcasting for Professional Development: It's Fun, It's More Inclusive, and It Might be the Future!**

*Cedar*

*Presenter: Liesel Reinhart, Mt. San Antonio College*

Mt. SAC began a weekly, locally produced professional development podcast in March, 2018 to provide flexible content on a range of topics, including campus equity work. We are now almost 30 episodes in and have 100 listeners per episode - far more than attend most in-person workshops. We are now starting a special podcast series just for adjunct faculty to listen while they are freeway flying. This presentation will cover how we got started, key discoveries (and issues), and will also include hands-on work with recording devices.

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**LEAP Onto the Path! A NEW Guided Pathways Leadership Experience  
for Classified Professionals, Faculty and Administrators**

*Sequoia*

*Presenters: Daylene Meuschke, Jasmine Ruys, and Paul Wickline*

*College of the Canyons*

We need champions for student success! College of the Canyons has developed a NEW leadership program that focuses on Guided Pathways called LEAP Onto the Path! Leaders who innovate are *everywhere* and at every position on campus. They are faculty, classified, short-term and college assistants and administrators. Collectively, we work together to transform our students' lives -- every single day. We do so one question, one idea, one risk, one obstacle, one solution, one success at a time. Through LEAP Onto the Path, participants will have an opportunity to engage in meaningful collaborative inquiry and discover the important role EVERY EMPLOYEE plays in implementing Guided Pathways!

Throughout the LEAP Onto the Path program, sessions will focus on the following goals:

- Explain the Guided Pathways framework and define the role every employee plays in its implementation;
- Enhance employee engagement and ownership of Guided Pathways;
- Advance the efforts of the Canyons Completes work groups;
- Intersect and weave together the efforts of departments already working on Guided Pathways and Canyons Completes;
- Focus on the accountability standards of Guided Pathways and work to remove distractions to allow us to focus on the daily efforts that support Guided Pathways;
- Infuse equity into all content;
- Use data to guide the work of the Solution Teams;
- Conduct an environmental scan and gap analysis of current work being done on Guided Pathways to identify areas to improve and build momentum for its implementation;
- Manage transitional change effectively;
- Participate in a Solution Team Project in collaboration with the Canyons Completes work groups.

Come to this session to learn more about this unique program and how YOU can develop a similar program at your campus.

**8:00 – 9:00**

**Breakfast**

*Sycamore/Maple*

**9:00 – 9:15**

**Business Meeting and 4CSD Board Elections**

*Sycamore/Maple*

**9:15 – 10:00**

**Creating a Culture of Professional Learning**

**Keynote Speaker: Dr. Kevin Walsh, CEO of Global Community Enrichment**



Kevin Walsh is the CEO of Global Community Enrichment, a Graduate School Professor and a Channel Partner with The Ken Blanchard Companies®. With his engaging and energizing facilitation style, he creates a fun and motivating educational environment. Leveraging his knowledge of adult learning, information retention, and application, Kevin uses humor as a tool to bring out participants' positive emotional responses to classroom activities, thereby maximizing everyone's learning experience.

Kevin is passionate about teaching adults. Kevin realized he could help them acquire the strong sense of trust they needed in order to learn effectively. He has been a highly regarded trainer who on-boarded cast members at Disney University and a consultant who worked worldwide with leaders at Fortune 100 corporations, nonprofit organizations, and universities.

**10:00 – 10:15**

**Break**

**10:15 – 11:15**

**Vision for Success: Connecting the Dots at the Local Level through Professional Development**

**Guest Presenter: Ms. Laura Hope, Executive Vice Chancellor for Educational Services, Chancellor's Office**



For the past five years, the California Community Colleges have been working on a slew of system-wide initiatives to fulfill the Vision for Success. Laura Hope will help us understand the coherence among these equity and inclusion-based transformations, emphasizing that this is our moment to connect the dots on these efforts and that Professional Development leaders can play an important role in connecting this work at the local level.

Laura Hope serves as Executive Vice Chancellor for Educational Services and is responsible for overseeing the Divisions of Academic Affairs and Student Services and Special Programs. She has a critical role in the widespread adoption of the California Community Colleges' Guided Pathways framework and other related reforms designed to improve outcomes for students.

**11:15 – 12:00**

**Closing Remarks, Lunch and Networking**



Leading at the

# **SPEED** OF **TRUST**

## Two-Day Outline

		SECTION	PARTICIPANTS WILL BE ABLE TO:
DAY 1		<b>THE CASE</b> FOR TRUST	<ul style="list-style-type: none"> <li>Quantify the specific "Trust Taxes" that are affecting their current projects and initiatives.</li> <li>Identify the behaviors that slow speed and increase costs in their work environment.</li> <li>Learn the three dimensions of creating trust.</li> <li>Create a customized plan to close the trust gaps that are impacting their team.</li> </ul>
		<b>SELF TRUST</b> THE PRINCIPLE OF CREDIBILITY	<ul style="list-style-type: none"> <li>Take responsibility for increasing their own personal credibility, and model trust through character and competence.</li> <li>Clarify the specific reasons they can be trusted.</li> <li>Practice the critical leadership skill of declaring intent.</li> <li>Create an action plan to increase personal credibility.</li> </ul>
		<b>RELATIONSHIP TRUST</b> THE PRINCIPLE OF BEHAVIOR	<ul style="list-style-type: none"> <li>Identify the <i>Counterfeit Behaviors</i> that create low trust.</li> <li>Practice the 13 Behaviors that are foundational to every high-trust culture.</li> <li>Practice key conversations to build trust with new and existing employees (Develop Trust Talk); and repair trust when it has been lost (Restore Trust Talk).</li> </ul>

The ability to develop, restore and extend trust with all stakeholders is the key leadership competency of the global economy.

STEPHEN M. R. COVEY  
Author, *The Speed of Trust*



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## Two-Day Outline

	SECTION	PARTICIPANTS WILL BE ABLE TO:
DAY 2	<b>RELATIONSHIP TRUST</b> , cont'd THE PRINCIPLE OF BEHAVIOR	<ul style="list-style-type: none"> <li>Learn how to engage disengaged employees by practicing the defining skill that turns good managers into great leaders.</li> <li>Know how to extend <i>Smart Trust</i> when there is risk.</li> <li>Create an action plan to increase trust in key relationships.</li> </ul>
	<b>ORGANIZATIONAL TRUST</b> THE PRINCIPLE OF ALIGNMENT	<ul style="list-style-type: none"> <li>Identify the symbols of trust that affect speed and cost in the organization they lead.</li> <li>Define actions to improve their team's weakest systems and processes</li> <li>Implement an engaging process that will help them create and lead a committed, high-performing team that is accountable for results.</li> <li>Create a plan to increase trust within their organization.</li> </ul>
	<b>MARKET TRUST</b> THE PRINCIPLE OF REPUTATION	<ul style="list-style-type: none"> <li>Assess the reputation of their team from the perspective of their most critical stakeholder.</li> <li>Focus on the skill of cross-team collaboration.</li> <li>Create action plans to increase their team's credibility.</li> </ul>
	<b>SOCIETAL TRUST</b> THE PRINCIPLE OF CONTRIBUTION	<ul style="list-style-type: none"> <li>Understand how their personal credibility and the team they lead affects their larger organization and community.</li> <li>Engage in the 52-week sustainment process using the <i>Speed of Trust</i> Digital Coach app.</li> <li>Complete the Leader Accountability Plan to integrate learning and application into their real work after the session.</li> </ul>

As a result of attending Leading at the *Speed of Trust*, participants will better manage change and lead high-performing teams that are agile, collaborative, innovative and engaged.



For more information about FranklinCovey's Leading at the *Speed of Trust*, contact your client partner or call 1-888-705-1776 to be put in touch with someone in your area.



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Please direct questions related to this pre-conference training opportunity to  
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