

Transformation of Love x Learning

@LoweryHart @amarillocollege



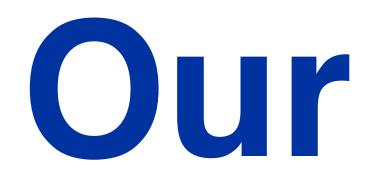






It was painful.







Our reformation ... Culture. Inpact. Leadership.



Nore about culture than "initiatives"







Changing Culture starts with students





Empower Students Secret shoppers Surveys **Values**







Values and Purpose

Values are our how Job descriptions, hiring, evaluating THE most important thing







Theory of Change

Equals Completion

2. In an accelerated learning environment

3. Through a deep culture of caring

1. Removing a life barrier

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Theory of Change

What are you solving for? What are the two or three most critical elements to your solution? Budgets reflect the theory of change?





Data Summits Proactive and useful (not punitive) Transparent and accessible



Data







Build for Impact



Do it at Scale (or don't do it) **20% of students** Alignment (Initiative Audit) Stop boutique programs







Professional Development Focused, structured, and paid (for faculty) Key required trainings for all in poverty, equity





Define Your Leadership

Leadership







Why more than what Information versus communication **Rumor Busters** Lots of listening

Leadership

Communication



Supporting Your President Define your communication plan Define your talking points Organizational Charts do not create effectiveness

Leadership





What is YOUR brand?

How do you want people to describe your institution? How do people describe your board?









Stop the Leadership Culture.

Theory of Change.



Scale.





Trustee Leadership Seminar

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