Trustee Leadership Seminar

Transformation of Love x Learning
It was painful.
Our reformation ...

Culture.
Impact.
Leadership.
More 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

1. Removing a life barrier
2. In an accelerated learning environment
3. Through a deep culture of caring

Equals Completion
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

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

- Why more than what
- Information versus communication
- Rumor Busters
- Lots of listening
Supporting Your President

- Define your communication plan
- Define your talking points
- Organizational Charts do not create effectiveness
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

Transformation of Love x Learning