

Trustee Leadership Seminar

Transformation of Love x Learning

@LoweryHart
@amarillocollege

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

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.

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