

Leading with Excellence

A CCC Leadership Program

2016-2023

Pennie Morgan
Interim Senior Director Human Resources

Gallup's Strength Finders Top 5

Positivity
Maximizer
Ideation
Woo
Activator

Leading with Excellence Purpose

Assist	Assist individuals in identifying areas for growth or advancement
Give	Give exposure to every CCC location
Give	Give access to current CCC leadership
Learn	Learn information about CCC operations and departments
Build	Build relationships across departments and locations
Gain	Gain from personal and professional development activities

Leading with Excellence

Participants apply to be in the program and meet one time a month for 9 months. Each day spent at different CCC locations

Each class is asked to do a class project they feel is needed which will benefit CCC, employees or students

Cabinet members speak about their leadership style and their leadership path to CCC

Divisions talk about how their function at CCC and how they assist students

A variety of leadership topics/skills are taught in the afternoon session

Leadership Topics Covered

Theme	Personal/Professional Development
Leading with Awareness	Discovering Your Strengths (Strength Finders)
Leading with Energy	Buidling Effective Teams
Leading with Awareness and Authenticity	Service Leadership
Leading with Presence	Building Trust, Credibilitiy and Respect
Leading with Clarity	Ethical Leadership & Social Justice
Leading with Confidence	Effective Decisions
Leading with Purpose	Difficult Conversations
Leading with Intent	Communicating with Confidence
Leading with Organizational Awareness	Executive Summary/Presentations

2022 -5-year Anniversary of LWE

First LWE Class

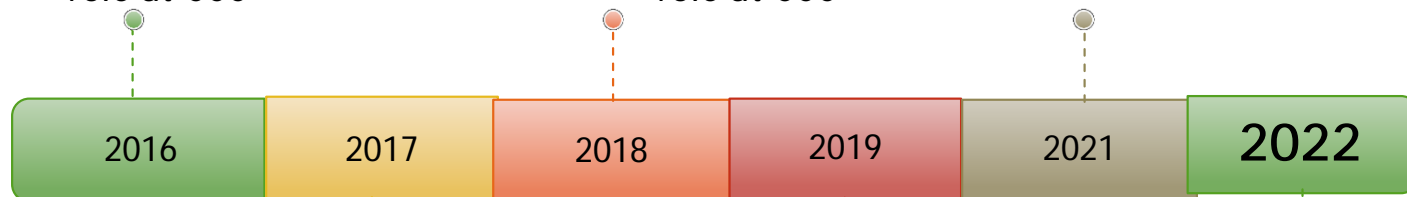
- 16 Graduates
- 11 Still at CCC
- 8 Taken new Leadership role at CCC

Third LWE Class

- 16 Graduates
- 11 Still at CCC
- 3 Taken new Leadership role at CCC

Fifth LWE Class

- 14 Graduates



Second LWE Class

- 16 Graduates
- 12 Still at CCC
- 6 Taken new Leadership role at CCC

Fourth LWE Class

- 16 Graduates
- 12 Still at CCC
- 4 Taken new Leadership role at CCC

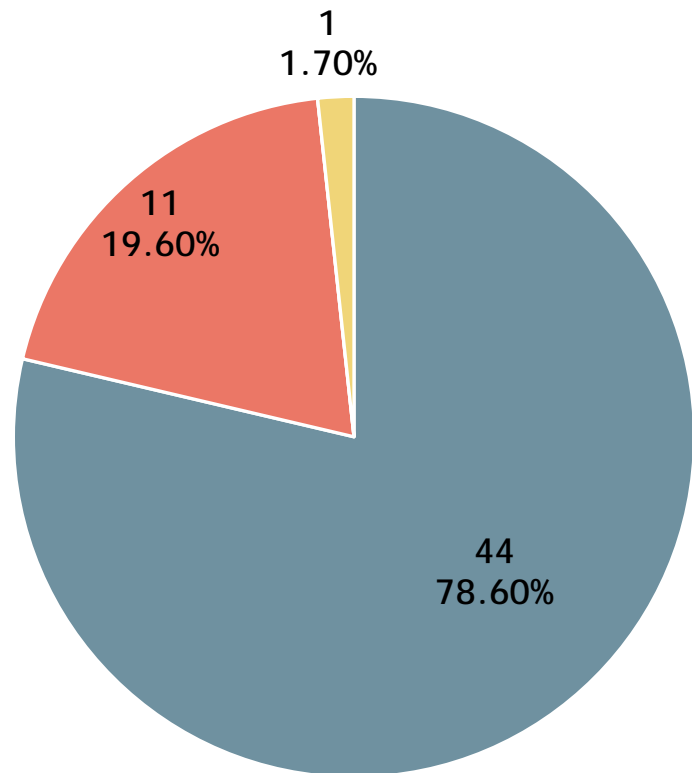
Sixth LWE Class

- 21 Participants



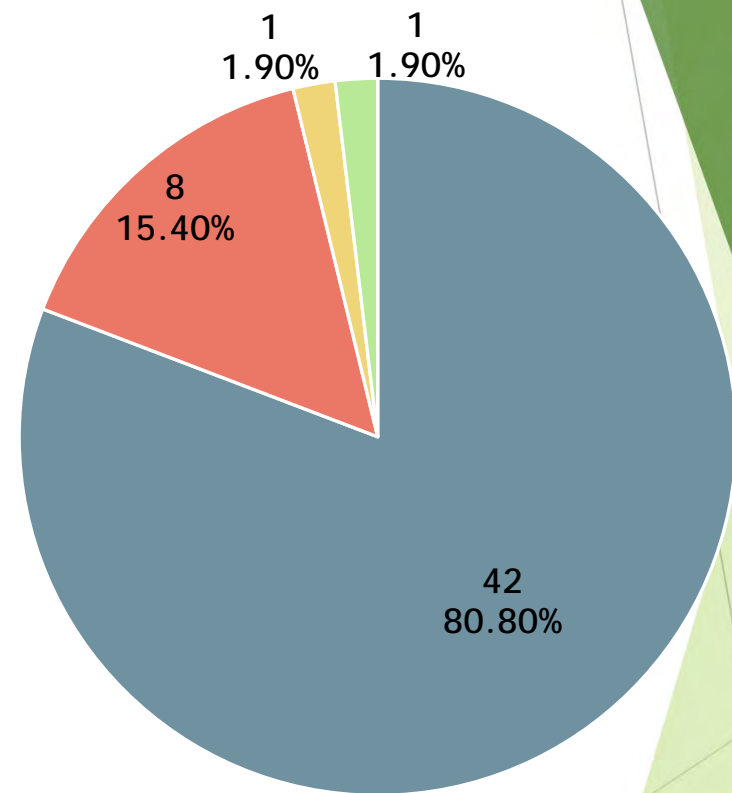
Survey Results

Overall, How Satisfied were you with the Leading with Excellence Class?



■ Very Satisfied ■ Satisfied
■ Dissatisfied ■ Very Dissatisfied

How likely would you be to recommend this class to a co-worker?

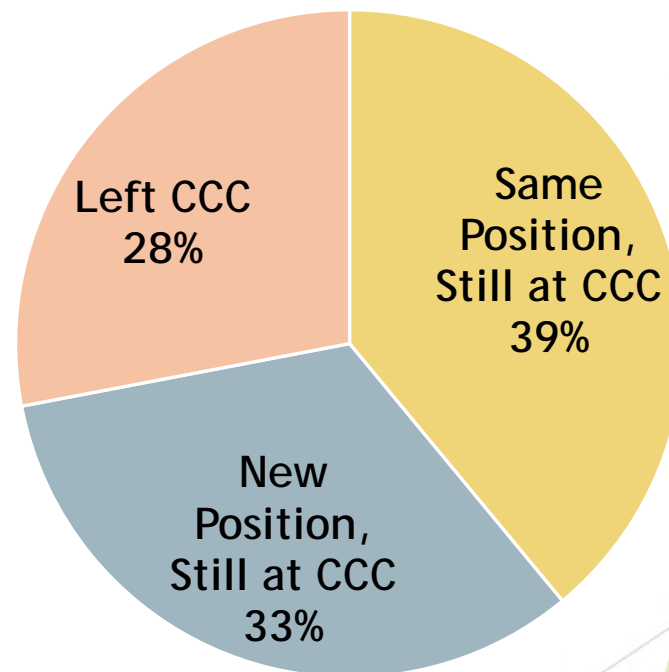


■ Very Satisfied ■ Satisfied
■ Dissatisfied ■ Very Dissatisfied

Total LWE participants = 64

- **72% (46) remain at CCC**
 - 39% (25) are in the same positions as they were in at the time they participated in LWE
 - 33% (21) are in new positions
 - 2 moved to positions with less responsibility
 - 1 moved from staff to faculty
 - 2 moved to lateral positions
 - 16 moved to positions with more responsibility/scope
- **28% (18) left CCC**
 - 2 retired
 - 2 left for family reasons
 - 2 left at the end of the Project HELP grant

LWE Participants, Post Training



LWE Alumni Demographics

Location	# of Participants
<i>Hastings*</i>	<i>26</i>
<i>Grand Island*</i>	<i>28</i>
Administration	8
<i>Columbus*</i>	<i>14</i>
Kearney	6
Holdrege	2
Foundation	2

**Main campus locations*

LWE Alumni Testimonials

- How do you feel that Leading with Excellence prepared you for a promotion?
- What are the benefits of being a participant in Leading with Excellence?
- What did you learn about CCC from participating in Leading with Excellence?



Mike Garretson

IT Network Administrator

“Leading with Excellence gave me the tools and information to realize my strengths and the best ways to lead within my team and other CCC committees.”



Brenda Preister

Career and Employment
Service Director

"Leading with Excellence
was a great experience
and opportunity for me,
and one that set many
things into motion. "



Erika Wolfe

Academic Success Center
Director

"I enjoyed my experience with Leading with Excellence because of the opportunity to make connections with faculty, staff, and administration across the college. To this day, I lean on those connections throughout the college to maximize student success."



CoLynn Paprocki

Director of Disability Services

"Participating in LWE taught me that student success is consistently at the forefront of the work that we all do in some way or another."



Kyle Sterner

Associate Dean of Instruction-
Academic Ed

"LWE taught me that there are lots of moving parts to CCC. It was good to know how they all work together to reach a goal"



Catrina Gray

Apprenticeship Coordinator

"Working on a team where others are committed to personal development, caring not only about themselves, and knowing how to work as a team can make the work atmosphere more inviting. Having uncomfortable conversations when they are needed and knowing when to leave it alone."



Lauren Slaughter

Equity and Compliance Manager

"LWE helped prepare me for a change in positions at CCC in many ways. This program allowed me to network and collaborate with employees across the college that I otherwise wouldn't have ever met. the opportunity to travel across campus and center locations...helps to expand your understanding of the scope and impact CCC has on our communities"

Past LWE Class Projects



Class of 2017

2016-2017 LWE Class Project

Class 1 Project:

Created a SWOT analysis on human resources
(strengths/weaknesses/opportunities/threats)

Analysis of HR that was executed:

- Strengths, opportunities, aspirations and results (SOAR) evaluation of:
- Hiring
- Staff Development
- Benefits
- Compliance across the college

Actions-Results-Implementation:

Better employee records online for on-boarding
Colleague integration
Diverse committee members
HR representation on each campus
Biz Library
Welcome Committees

Electronic reference checks
Updated marketing
Web Ex interviews
Cross training
Monthly training sessions



Class of 2018

2017-2018 LWE Class Project

Class 2 Project:
Mentoring Project

Goal of proposal: Create a college-wide, employee-driven advising program for our students, to promote increased retention, classroom supports.

Actions-Results-Implementation: This LWE proposal is being adopted as the Success Coach Program pilot in the Fall of 2022.



Class of 2019

2018-2019 LWE Class Project

Class 3 Project:

Civic engagement and Employee recognition

Goal of Proposal:

Increased focus on civic engagement as an employee of CCC

Actions-Results-Implementation:

The Hastings Campus has implemented the volunteer hours recognition for his entire team at their monthly all campus meetings. Also, staff recognition teams have focused on plaque recognition and name preference on the plaque.



Class of 2020

2019-2020 LWE Class Project

Class 4 Project:

Raise awareness in issues of diversity and equity/inclusion, poverty, race etc. college wide

Goal of the proposal:

Create awareness of each of the following: diversity, equity, inclusion and race
Eliminate bias, raise awareness

Actions-Results-Implementation:

Training and Development worked with the EAC (Equity Action Compliance) team to offer diversity and inclusion training college wide in the fall of 2021

Additional trainings and sessions will be occurring this summer in Biz Library



Class of 2021

2020-2021 LWE Class Project

Class 5 Project:

Celebrate and inspiring success of the Leading with Excellence Class

Goal of the proposal:

Highlight and promote LWE by recognizing alumni and hosting an event at all-college in-service or all-day event built around community service, networking and leading

Questions?

