

## The Executive Leadership Team's Proposal for Leadership Development

Leeward's Executive Leadership Team is proposing this leadership development opportunity to support current Executive Leadership Team's (ELT) efforts to become stronger while taking strategic steps to interest and prepare others to become part of leadership positions in the future. To accomplish this goal: 1) conduct capacity and skill building in the Fall semester in communication, collaboration and constructive confrontation of conflict skills, and 2) practice the new skills in facilitated sessions regarding an E/M and below the line re-organization.

Specifically:

1. Provide skill building training to include emerging leaders that can assist in problem solving.
2. Engage all leaders who participated in skill building in applied training to re-think re-org (above and below the line) of leadership, using data to inform decision.
3. Vet the re-org and seek sufficient support to adopt.
4. Fill-in the currently vacant E/M position in best possible way, given re-org ideas.

Approximately 25 individuals will participate in training and problem solving. Participants will include all ELT members in addition to two representatives from each of the following. Participants should include diversity across O&M, APT, Clerical and Faculty.

- Campus Council
- Faculty Senate
- Na Ewa Council
- Student Government
- Academic Services
- Instruction
- Student Services
- Administrative Services

**Skill building training will occur on Tuesday, October 30, 2018 and Thursday, November 1, 2018. Applied training will occur on Tuesday, November 13, 2018.** Each day is proposed for 8:30 am to 3:30 pm.

### The Training:

The primary goal of this three-day training is to strengthen commitment and capacity to practices that support effective collaboration - practices essential for shared leadership in higher education. This will be done through two separate but synergistic approaches: 1) professional development in key concepts and skills and 2) real-time facilitated problem solving on an issue of high interest to participants.

Practical, interactive, and empowering, this professional development opportunity is the next step in growing the capacity of Campus leaders to reflect and project the kind of leadership needed for these times. Consensus building, collaboration and conflict resolution are all essential abilities of modern organizations and their leaders. Shared capacity for effective communication and constructive, collective action is a game-changer for any organization. Leeward Community College is changing their game! We hope you will join us for the launch of something big!

### Our Consultant/Trainer:

Marina A. Piscalish, Ph.D. founded and leads MAPPING Change, LLC, a private consultancy dedicated largely to public sector work. For more than two decades, Dr. Piscalish has built others' capacity for collaboration, specializing in high conflict and culturally complex settings through coaching, mediation, facilitation, training and collaborative systems design. Prior to moving to Hawai'i, Dr. Piscalish founded and directed the Conflict Resolution Program at the University of Delaware, honing a whole systems, capacity-building approach to practice. For the past decade, she has worked with Leeward Community College on various projects and now supports Leeward's Executive Leadership Team and their efforts to strengthen leadership across the Leeward Community College campus and community.

An innovative conflict and collaboration practitioner, educator and coach, Dr. Piscalish has long-served as affiliate faculty for the University of Hawai'i, Mānoa's Graduate Program in Conflict Resolution and the University of California, Davis' Extension Collaboration Center. Living in Hawai'i for many years and working across the Pacific, Dr. Piscalish has nurtured a facility for and a commitment to culturally responsive and socially responsible practice. She co-authored *Reaching for Higher Ground: Creating Purpose-driven, Principled and Powerful Groups* (2009) and the *Conflict Resolution Teacher Activity Calendar for the Association for Conflict Resolution* (2012). Dr. Piscalish chairs the New Directions Committee, Environmental and Public Policy (EPP) Section, ACR.