

Staff Development Grant – Final Report

Lake Superior College

Project: LSC Leaders

Description: Two-year, cohort-based leadership program for 15 employees dedicated to the development of extraordinary leaders. The program was designed to provide participants with extensive interaction with respected leaders in the system and the community. It provides employees opportunities for self-reflection, skills analysis, and for personal and professional development planning.

Project Leaders: Rody Bowers-Hughes and Sonda Strom-Larson

Award: \$5000

Project Re-cap:

After the initial orientation and retreat, we met monthly at an off- site location. The sessions ran from 8:00 A.M. – 4:00 P.M. In preparation for each session the group studied a chapter in Kouzes and Posner’s The Leadership Challenge. Guest leaders were invited to the sessions to share their leadership successes, challenges and journeys. The group attended a Board of Trustees meeting, visited the Chancellor’s Office and toured the State Capitol Building. The three facilitators of the sessions were President, Kathleen Nelson; Associate Dean, Rody Bowers-Hughes; and Sonda Strom-Larson, Assistant to the President.

Costs:

Books and Materials	\$ 1766.84
Inventories	\$ 1651.90
Videos	\$ 754.95
September Retreat	\$ 2,736.00
Visit: BOT/Chancellors Office/Sate Capitol	\$ 2,435.00
Sessions – Off Campus Meetings	\$ 5,533.96
Total	\$ 14,878.65

Funding Sources:

Staff Development Grant funded	\$ 5,000.00
Lake Superior College funded	\$ 9,878.65

Impact:

Our objectives were to train leaders for roles in the community college and in the community; to introduce participants to campus, community, legislative and system leaders; and to assist the participants in developing an Individual Personal/Professional Development Plan. Feedback received from the participants indicates that LSC Leaders has been an incredibly valuable experience. Throughout Lake Superior College, the LSC Leaders program is a topic of positive conversation. In various meetings, it is common to hear participants discussing a concept introduced to them through the LSC Leaders Program. We are currently accepting applications for our next cohort. We have already received more applicants than we will be able to accept into the program.

Reflections:

From our evaluations we learned that the LSC Leaders felt that the time they committed was “worth every second”. Their comments also indicated that the mix between faculty and staff helped to build community. The relationship building was evident in other committee work at LSC. The decision to hold the monthly sessions at an off-site location was important. The additional cost incurred was worth the investment. It provided the participants the opportunity to totally immerse themselves into the experience. Bringing in a diverse set of guest leaders to discuss the various topics of the program proved to be a great asset. The LSC Leaders had the opportunity to learn about various leadership styles. It also created an opportunity for the LSC Leaders to meet Minnesota State Colleges and University system leaders, community leaders, campus leaders and legislative leaders.