WHAT IS LEAP?

If you are interested in learning more about yourself and your leadership capabilities, then LEAP is for you! LEAP was created to foster the development of visionary, innovative, and creative leaders. Designed to promote the development of “agents of institutional change,” LEAP provides “big picture” perspectives and the knowledge which empowers people to lead and shape our district and the community college system. LEAP provides individuals who want to be leaders the opportunity to assess their current leadership skills, use a variety of tools to create a professional development plan to reach their goals, and engage in opportunities to build the confidence necessary to make the leap to their future.

LEAP HONOR ROLL

Aasted, Jon
Aaver, Karl
Acosta, Claudia
Acuna, Belinda
Amador, Jon
Anderson, Laura
Andrade, Meghan
Appleton, Brittany
Babai, Beny
Backes, Patrick
Baker, Diane
Balfour, Laurie
Barrios, Yvette
Bates, Mary
Bathie, Tammy
Bellas, Pete
Bialyn, Cindy
Billbruck, Tom
Blanchard, Colette
Blanchard, Howard
Bogna, Gina
Brezina, Jennifer
Brill, Wendy
Brunty, Mary
Buriel, Juan
Castor, Tammy
Cheng-Levina, Jia-Yi
Chung, Christina
Clarid, Teresa
Clark, Linda
Corbet, Dan
Cox, Evelyn
Crowther, Susan
Doggen, Pamela
Dapp, Kelly
Dalaney, Erin
Devalovich, Vincent
Dominaez, Carmen
Ebaugh, Carl
Edmonson, Michele
Ehrsam, Sarah
Erwin, Steve
Feuerhelm, Jane
Flores, Frank
Foote, Amy
Foster, Jasmine
Franco, Angelica
Fridlund, Robynn
Gent, Sid
Gibson, Collette
Glaza-Grosskagl, James
Golbert, Miriam
Graham-O'Brien, April
Grandgeorge, Cindy
Green, Audrey
Green, John
Grooms, Catherine
Gunther, Michael
Harrisch, Eric
Hassanplug, Wendy
Haus, Jennifer
Helprich, Lisa
Heppburn, Peter
Hernandez, Sandra
Hooper, Garrett
Hooper, Lisa
Hoshiar, Mira
Houser, Kristin
Hull, Hsawen
Hurt, Justin
Hurst, Larry
Hyatt, Rhonda
Irwin, Shawn
Ishimoto, Gail
Issa, Yasser
Jareo, Farn
Joslin, Michael
Karlin, Ronald
Karnat, Will
Kempke, Adam
Kelley, Rick
Klocko, Joe
Koishi, Kiyoko
Kramer, Roy
Kroll, Rebecca
Kuch, Bob
Lawrence, Beryl
Lee, Stephanie
Leonard, Victoria
Lozaza, Albert
Lopez, Alberto
Lopez, Noel
Louis, Chells
Lozano, Dora
Lucas, John
Maclaan, Heather
Madda, Cynthia
Mahn, Mojjah
Manenco, Anne
Marshall, Monica
Marshall, Renee
Marshall, Tom
Martinez, David
Mayor, Lynne
Mcafee, Scott
McCaffrey, Michael
McMahan, Heidi
Meischke, Daylene
Michaelides, Anthony
Milburn, John
Mohney, Len
Munoz, Jason
Munoz, Jesse
Munoz, Shannon
Neal, Chris
Nikodem, Marianna
Norwood, Ana
Paez, Cathy
Paja, Jaime
Palmer, Ana
Pavik, Nick
Pelland, Vance
Perez, Concepcion
Piscarmona, Denee
Peters, Chad
Phoenix, Brian
Phillips, Bianca
Plevack, Sherrilyn
Rassoel, Ruth
Raardon, April
Reaves, Colleen
Riffle, Brent
Rico, Debbie
Ritz, Cathy
Robinson, Patty
Ruiz, Wendy
Ruyas, Jasmine
Sall, Debbie
Shaker, Liz
Sherry, Michael
Softa, Kari
Sporerrey, Mimi
Stanich, Diana
Stephens, Cindy
Tannenhill, Steven
Temple, Gabrielle
Temple, Jim
Theule, Ryan
Thomas, Renard
Trujillo, Wendy
Walker, Felicia
Wade, Tony
Warshawski, Evi
Weston, Brian
Wickline, Paul
Wilson, Elvis
Wood, Murray
Yazdani, Faiza
Zhang, Minghui
Zuzwick, Theresa

WHAT HAS LEAP MEANT TO OUR COLLEGE

LEADERSHIP EDUCATION IN ACTION PROGRAM 2015

Leadership Education in Action Program (LEAP), our award winning leadership program, was started in the spring of 2008 in an effort to foster the development of effective and visionary administrative leaders right here on our campus. Over the last six years, 200 faculty, classified staff, and administrators have graduated from LEAP I and 62 have graduated from LEAP2. LEAPers have proposed 34 solution team projects, with most having been implemented on one or both of our two campuses. LEAPers, as the graduates are known, have much of which to be proud. Specific outcomes include the following:

- 57 % have become involved in a community organization or joined a board
- 20.5% received a promotion to a higher level position at COC
- 51% are pursuing additional education (professional development opportunities, mentoring, graduate education) to increase their potential of acquiring additional leadership skills or a new position
- 58% have taken on new responsibilities in their current position
- 54% have successfully implemented teambuilding strategies learned during LEAP
- 61% have engaged in advocacy efforts (for their own department/program, a community organization, or a statewide initiative)

It is clear that many have taken the LEAP to the next step in their leadership journey and towards fulfilling their potential.

HOW DO I LEAP ON BOARD?

To pursue this amazing opportunity, please complete the attached application. Creativity is encouraged and any and all materials submitted will be reviewed. Please email your completed application to the Professional Development Office by Friday, February 6.

FOR MORE PROGRAM INFORMATION

Contact Leslie Carr at 661-362-3100 or via email @ leslie.carr@canyons.edu. For questions about the program, feel free to contact Dr. Van Hook at cocceo@aol.com or by cell phone at 661-505-0408 at any time (note: phone is off from 11:00 p.m. to 7:00 a.m.)

LEAP Coordinating Team: Dr. Dianne Van Hook, Dr. Diane Fiero, Ms. Diane Stewart, and Ms. Leslie Carr.

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WHAT ARE THE GOALS OF THE LEAP PROGRAM?

College of the Canyons is an amazing place that is distinguished from the rest. Our normal is not like other colleges’ normal. We are members of a learning institution who believe that leading is about constantly learning and having the courage to apply our newly acquired knowledge. LEAP will help you develop skills sets you can use in leading college initiatives and that have practical application in our community. Through this program you will become practitioners of leadership.

We support members of the COC community to grow and develop, acquire skills, and form relationships that will enable us to give to our community and college in ways that matter. LEAP is designed to do just that.

Using our college as a learning laboratory, LEAP affords people an opportunity to develop their skills and evolve into the leader they want to be, one learning block at a time. Those essential building blocks include:

- **Leading** – “Do you have a growth or fixed mindset?” Assessing your own personal leadership style, developing your own mission statement and ideal job description, as well as hearing from successful community college leaders.
- **Advocating** – “If you can imagine it, you can achieve it!” Case making on the departmental, local and state levels.
- **Envisioning** – “Plan the work and work the plan.” Researching, planning, and evaluating goals for your areas of responsibility and beyond.
- **Generating resources** – “To effectively partner with others you must be knowledgeable, believe in your mission, and help others see why you are a good investment.” Making the ask both internally and externally.
- **Networking** – “It’s all about relationships.” Building internal and external partnerships, public speaking, appropriate messaging, and creating your 90 second pitch.

Sessions are structured like graduate seminars, except without term papers or a thesis. Each LEAP program is unique and contains sessions that are modified based on participant feedback in order to provide the best possible program. Exposure to these building blocks are accomplished through rich content, engaging activities, and allowing opportunities for acquiring new knowledge, engaging in networking, and participating in real-life application of learning. We aim to:

- Train our own skilled cadre of visionary Community College leaders;
- Develop a network of mutual support among future leaders;
- Facilitate effective communication and cross-departmental and cross-functional dialogue and the sharing of best practices;
- Develop risk takers, innovators, entrepreneurs, trendsetters, big picture thinkers, facilitators of planned change, advocates, can-do, confident and accountable leaders;
- Interact with experts in the field and dialogue with colleagues on important issues facing community colleges; and
- Participate as a member of a team that produces a plan that will make our college better.

WHAT WILL MY INVESTMENT IN THIS PROGRAM LOOK LIKE?

LEAP will meet on six Fridays during the spring semester. There will be required reading for each session so you can engage in meaningful activities and group discussions. Program features include:

- Each LEAP session will be designed around presentations focusing on “real-world” issues related to institutional change and development.
- Some presentations will feature administrative leaders who have established reputations as “agents of change” across the state.
- LEAP participants will put what they learn into practice by addressing real campus opportunities.
- Interactive team project work outside of LEAP sessions.
- The Chancellor guides the LEAP effort and will take a direct role in its planning and activities.

As an essential component of this program, you will have the opportunity to become part of a LEAP Solution Team. LEAP Solution Teams will develop projects that will be implemented at our college. Your contribution to a solution team will vary from team to team, and how your group chooses to split up the work. Some of this may be on your own time, and will depend on your team’s availability to meet. Since we all learn as much from each other as presenters, it will be important to engage with your team members. A commitment to the program and to your Solution Team will assist you in growing professionally and learning about your leadership capabilities. At the end of the program, teams will showcase their plans via a formal presentation.

Solution Team Projects are a major part of the LEAP experience. So far, 34 solution team projects have been created and a vast majority of projects have been implemented on the campus. The creativity of LEAPers fuels the excitement for these innovative plans. A well thought out plan, with next steps, generates enthusiasm and your leadership provides excitement for students and the college community.

WHO CAN LEAP?

LEAP is an opportunity presented to faculty, classified staff, and administrators who are interested in expanding their competencies, developing their leadership potential and preparing for future career options. Applicants must have been with the college for at least one full year and have some leadership experience in committees, your department, and/or other initiatives.

WHAT DOES LEAP NOT INCLUDE?

LEAP is about leadership. It is not a program that focuses on the development of management skills, such as:

- Time management
- Budget management
- Supervision skills
- Handling disciplinary issues

PROGRAM DATES:

- Session #1: Friday, February 20
- Session #2: Friday, March 6
- Session #3: Friday, March 20
- Session #4: Friday, April 3
- Session #5: Friday, April 24
- Session #6: Solution Team Presentations: Friday, May 22

*Dates are subject to change. LEAP participants will be notified in advance of any date changes.