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.

WHAT HAS LEAP MEANT TO OUR COLLEGE

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 four years, 161 faculty, classified staff, and administrators have graduated from LEAP. LEAPers have proposed 27 solution team projects, with 19 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:

- 46.2% have become involved in a community organization or joined a board
- 17.3% received a promotion to a higher level position at COC
- 69.2% are pursuing additional education (professional development opportunities, mentoring, graduate education) to increase their potential of acquiring additional leadership skills or a new position
- 69.2% have taken on new responsibilities in their current position
- 67.3% have successfully implemented teambuilding strategies learned during LEAP
- 61.5% 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.
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;

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

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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, 27 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.

WHEN WILL THE SESSIONS BE HELD?

Six Fridays – sessions will take place from 8:00am – 2:30pm. Please note we will reserve the meeting room after each session until 4:00 p.m. if your Solution Teams would like to meet after the conclusion of class time.

*A social event and icebreaker activity will take place prior to the first LEAP session. The date, time and location to be announced.

PROGRAM DATES:

• Session #1: Friday, March 1
• Session #2: Friday, March 15
• Session #3: Friday, March 29
• Session #4: Friday, April 12
• Session #5: Friday, April 26
• Session #6: Solution Team Presentations: Friday, May 17

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

Aasted, Jon  
Acosta, Claudia  
Amador, Jon  
Applien, Brittany  
Backes, Patrick  
Baguiao, Celina  
Balfour, Laurie  
Barrios, Yvette  
Bates, Mary  
Bathke, Tammy  
Battle, Bruce  
Bellas, Pete  
Biehahn, Cindy  
Bilbruck, Tom  
Blanchard, Howard  
Bogna, Gina  
Branch, Laura  
Breza, Jennifer  
Breza, Mike  
Brill, Wendy  
Brunty, Mary  
Burriel, Juan  
Castor, Tammy  
Chang-Levine, Jia-Yi  
Chung, Christina  
Clark, Linda  
Coburn, Ebony  
Crowther, Susan  
Daggon, Pamela  
Dapp, Kelly  
Delaney, Mehgen  
Devlahovich, Vincent  
Dominguez, Carmen  
Ebaugh, Carl  
Edelestein, Elana  
Edmonson, Michelle  
Erwin, Steve  
Feuerhelm, Jane  
Finne, Suzanne  
Flores, Frank  
Foote, Amy  
Foster, Jasmine  
Franco, Angela  
Fridlund, Robynn  
Gent, Sid  
Gibson, Collette  
Glapa-Grossklag, James  
Golbert, Miriam  
Graham-O’Brien, April  
Grandgeorge, Cindy  
Green, Audrey  
Green, John  
Grooms, Catherine  
Gunther, Michael  
Harnish, Eric  
Hassenpflug, Wendy  
Hauss, Jennifer  
Helfrich, Lisa  
Hernandez, Sandra  
Hooper, Garrett  
Hooper, Iasa  
Hoshiar, Mitra  
Houser, Kristin  
Hull, Hsiwen  
Hunt, Justin  
Hurst, Larry  
Hyatt, Rhonda  
Ishimoto, Gail  
Issa, Yasser  
Jones, Fern  
Joslin, Michael  
Karlin, Ronald  
Karrat, Will  
Kempler, Adam  
Kiley, Rick  
Klocko, Joe  
Korbe-Devlin, Allison  
Koski, Kiyoko  
Lawrence, Beryl  
Leonard, Victoria  
Loaiza, Albert  
Lopez, Alberto  
Louis, Chellie  
Lucas, John  
Malia, Cynthia  
Makevich, John  
Marenco, Anne  
Marshall, Monica  
Marshall, Renee  
Marshall, Tom  
Martinez, David  
Mayer, Lynne  
Mcafee, Scott  
Meuschke, Daylene  
Michaelides, Anthony  
Milburn, John  
Milteer, Jamie  
Mohney, Len  
Morey, Diane  
Mosier, Julianna  
Munoz, Jason  
Munoz, Shannon  
Nikodem, Marianne  
Norwood, Aron  
Paez, Cathy  
Palmer, Ana  
Pavik, Nick  
Perez, Concepcion  
Pescarmona, Denene  
Peters, Chap  
Phan, Be  
Philippi, Bianca  
Philipson, Adam  
Plevack, Sherilyn  
Rasool, Ruth  
Reddy, Michele  
Reeves, Colleen  
Riffel, Brent  
Rin, Debbie  
Ritz, Cathy  
Robinson, Patty  
Ruiz, Wendy  
Ruys, Jasmine  
Sali, Debbie  
Shaker, Liz  
Sherry, Michael  
Soffa, Karri  
Spankroy, Mimi  
Stanich, Diana  
Stephens, Cindy  
Tannehill, Steven  
Temple, Jim  
Theule, Ryan  
Thomas, Renard  
Trujillo, Wendy  
Tujague, Garett  
Weston, Brian  
Wickline, Paul  
Wilson, Evis  
Wood, Murray  
Zuzevich, Theresa

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

Are you or your students currently benefitting from a LEAP project? Come check out the LEAP website at http://www.canyons.edu/offices/pd/LEAP/ to view:

- Solution Team Business Plans
- Handouts
- LEAP Information
- LEAP application

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 1.

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.)