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1. Please identify the strengths of the 4CLDI program

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1. Andrea and Tim provided amazing coordination and support, from start to finish, and made themselves available to all 4CLDI participants the entire time. They're strength and dedication was clear. They are AMAZING people.	Mon, Jun 28, 2010 10:02 AM	Find...
The speakers showed their personal side (I consider this important), a definite strength. Their specific topic, and knowledge of that topic, was very clear, they really seemed to want to empower and challenge us to grow and develop personally and professionally. AWESOME!		
2. Most definitely the resume and interviewing techniques with Dr. Thelma Scott-Skillman. She was awesome with the step-by-step process. Priceless!	Wed, Jun 23, 2010 12:09 PM	Find...
3. Workshops that enabled participants to work together as a team. The presenters provided an insight into different areas of interest. In all, the topics for the workshops were excellent!	Wed, Jun 23, 2010 10:33 AM	Find...
4. Each presenter of the 4CLDI brought about a wealth of knowledge that was useful material needed to further peruse possible career advancements within 4CD. The material was purposeful as it was related to the homework and the historical background of the college (employment, finance and management skills). Having the presenter discuss material related to the College Intuition was a strong point for 4CLDI.	Tue, Jun 22, 2010 4:09 PM	Find...
5. The program was very informative, especially for those not having experienced the history. Great team building experience.	Tue, Jun 22, 2010 11:32 AM	Find...
6. The program was well organized and coordinated. The program materials were easy to find and access, even from home. The coordinators were cheerful, encouraging and understood our challenges of trying to balance the program with our regular jobs, family, etc. I appreciated that we visited the three main campuses. The program was challenging, in a positive way, and pushed me out of my comfort zone, which is often required of leaders.	Tue, Jun 22, 2010 9:59 AM	Find...
7. The speakers were great and they provided useful information on the District and CC's in general. I enjoyed hearing about the speakers career path and background. The readings were very good and went well with the session topics/discussions.	Tue, Jun 22, 2010 9:48 AM	Find...
8. * Working with a diverse group of people from throughout the district. * Most of the workshops were of interest and provided new insights and knowledge. Most of our speakers were well prepared and engaging.	Mon, Jun 21, 2010 7:01 PM	Find...
9. Variety of topics covered, presenter depth of expertise, multi-modal peerr-to-peer interaction, requiring group projects focused on institutional effectiveness; personal feedback to interviews and resumes was invaluable.	Mon, Jun 21, 2010 4:04 PM	Find...
10. I think the program was great in that it gave a very solid overview of many facets of a community college. It seems like it was intentionally designed with a balance of professionals from the outside as well as internal to the CCCCCD. I really enjoyed the group/team project. I think this is most definitely one of the strongest components of the program. It was great to work with colleagues from other	Mon, Jun 21, 2010 3:52 PM	Find...
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1. Please identify the strengths of the 4CLDI program

campuses collaboratively on a project. It was also good to prepare for the Chancellor's cabinet presentation. Lastly, I thought the resume/interviewing component of the program was superb. Dr. Scott-Skillman gave very constructive and helpful feedback, and the experience was a positive one to do the mock interview and get feedback.			
11.	Increased visibility and contacts across the District; insights into the perspectives of the current District administration; preparation for and participation in the mock interviews; group projects.	Mon, Jun 21, 2010 9:40 AM	Find...
12.	The program built some contacts for me that I will continue to use for the rest of my time here at 4CD, The mock interviews and resume and cover letter work were very important to me.	Mon, Jun 21, 2010 8:50 AM	Find...
13.	Broad coverage of topics, meeting people within the districts, working together across the board, and meeting speakers from within the district and outside the district.	Mon, Jun 21, 2010 8:42 AM	Find...
14.	Good opportunity for networking with colleagues from different campuses and District Office. I learned about different aspects of the District Office roles and functions. I believe one of the strengths was the feedback from the resume review and interview sessions which was very helpful.	Mon, Jun 21, 2010 7:52 AM	Find...
15.	Ability to learn more about the district.	Mon, Jun 21, 2010 7:36 AM	Find...
16.	The presenters and subject matter of the presentations were very helpful in obtaining a good perspective on being a leader.	Mon, Jun 21, 2010 6:52 AM	Find...
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2. Identify which aspects of the 4CDLI program you feel need improvements

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<p>2. Identify which aspects of the 4CDLI program you feel need improvements</p> <p>(a) Suggested modifications to the first assignment: While having the required qualifications to the position of interest is important, this limited people's choices. Consider:</p> <ul style="list-style-type: none"> - The option of choosing a position that one is experienced in, but needs the educational qualifications for 	
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2. Identify which aspects of the 4CDLI program you feel need improvements

- Allowing a choice that requires more training and/or education
- Challenging people to choose something that is not related to his/her current position
- Encourage a career shopping list: Choose three positions that you are either interested in, qualified for and/or believe you can have a positive impact on, and explain your reasons for each. Now, choose one and apply for it (tell them this after you get the first part of the assignment). This would allow the 4CDLI team to gain a broader view of each participant and his/her interest level beyond what he/she currently does.
- Allow them to apply for anything regardless of experience and/or education

(b) Group Work: This was an excellent use of 4CD's current employees! Perhaps even better than hiring a consulting firm to come up with ideas because of the level of commitment participants had. You may want to create an "Brainstorming Summit" and open it to past 4CDLI participants and 12-24 additional employees, (open to all employees) from the District, that would be given the opportunity to meet, have a couple of exercise activities (magic wand concept, table top drills, silent suggestion box) to kick start things and then break them into groups to narrow down choices and become creative for a couple of afternoons. These ideas could be developed further by future 4CDLI participants or as a project for a workshop that lasts a semester or during the summer session.

— Build in more time, in addition to time at DO sessions, for groups to meet. There should be at least two separate meetings of 1.5-3 hours for group members to be released to work on their projects.

- Require a pre-presentation to someone (like Deborah Blue) that will not be a part of the final presentation. This should be done as though it's the real thing, including dressing for the assignment.

(c) Talk to new 4CDLI participants about the appreciation assignments. Give them a little more to work with and discuss the potential cost, and whether or not they are comfortable with this. This may be an area where a private conversation needs to take place because of participant's financial limitation.

(d) Leave ALL of the surveys to Survey Monkey and avoid having them done on-site. It did not seem to go well when it was done and it was rushed enough that there was probably less effort towards providing real thoughtful feedback. Also, make sure they are all done confidentially, that everyone knows that. This will encourage respondents to be honest.

(e) Send out a final list of the groups; who they were, their current district position, and a brief description of their projects. The groups could be expected to write it up, so not to add to Tim and Andrea's workload.

2.	More time should have been spent on the diversity presentation.	Wed, Jun 23, 2010 12:09 PM	Find...
3.	The only area I felt needed improvement was the length of the program. It seemed somewhat lengthy to me but this probably stems from my days on the college "quarter system" rather than a semester. However, there was so much included in the program that timeframe was probably necessary.	Wed, Jun 23, 2010 10:33 AM	Find...
4.	Each presenter of the 4CDLI brought about a wealth of knowledge that was useful material needed to further peruse possible career advancements within 4CD. The material was purposeful as it was related to the homework and the historical background of the college (employment, finance and management skills). Having the presenter discuss material related to the College Intuition was a strong point for 4CDLI.	Tue, Jun 22, 2010 4:09 PM	Find...
5.	A published syllabus to disseminate to all participants before the program begins. The time demands were were extensive.	Tue, Jun 22, 2010 11:32 AM	Find...
6.	Only one aspect of concern. I was a little surprised that once we were admitted to the program, we had to actually qualify, apply, and interview for the position we submitted interest in. That requirement of the program seemed a little vague in the original information that was sent out. However, the resume and letter of interest process turned out to be extremely helpful for me. As much as I tried, I still didn't feel well prepared for my interview, and think some of the participants could have used more preparation there. Possibly small groups could get together and help each other practice for their interview???	Tue, Jun 22, 2010 9:59 AM	Find...


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2. Identify which aspects of the 4CDLI program you feel need improvements

7.	Early on there were two sessions that were close together (I believe just a week in between) with lots of readings. It would be nice to have the sessions more evenly spaced.	Tue, Jun 22, 2010 9:48 AM	Find...
8.	* Some of the days were so full that there was not enough time to ask questions and fully explore the topics. * I was disappointed in the Leadership Book. I think there are much better books available that would have been more appropriate for the institute.	Mon, Jun 21, 2010 7:01 PM	Find...
9.	A thematic tie or clustering of topics might aid impact. Content related to what tools that managers and deans must draw on to be effective leaders of their areas; for example, managing priorities in a work day. This sort of question, where operational in focus, would move the LI to balance praxis and theory.	Mon, Jun 21, 2010 4:04 PM	Find...
10.	I would try, if possible, to space the schedule a bit more. There were a couple of times when the program met two weeks back to back, and that was challenging. I'd like more interaction with the technology piece of the program. I think the talk on Cultural Competence should be at the beginning of the program, not at the end.	Mon, Jun 21, 2010 3:52 PM	Find...
11.	Title 5 could get more attention, since it's one of these things that get cited again and again as the reason for any number of District practices.	Mon, Jun 21, 2010 9:40 AM	Find...
12.	I think the assigned reading should be more closely tied to the presentation.	Mon, Jun 21, 2010 8:50 AM	Find...
13.	Sometimes the sessions are a little bit too long but the sessions on finance by Kindred Murillo need to be longer.	Mon, Jun 21, 2010 8:42 AM	Find...
14.	There were many reading assignments which were never covered in class. It would be good to correlate the readings to the speakers to get a better understanding of the "purpose" of why we need to read the articles. Maybe assign some questions from the readings that would help in our discussions or get us to think about the topic. I did understand that the articles helped us realize our past, to understand the present, and help in forming the future. I think this could be better emphasized for better reflection and interaction with the speaker and one another. Maybe the "job shadowing" could take place during the 4CDLI so we could be better prepared for the mock interview.	Mon, Jun 21, 2010 7:52 AM	Find...
15.	I think the way it was set up is the correct format.	Mon, Jun 21, 2010 7:36 AM	Find...
16.	I think there should have been more preparation for the mock interviews. Much of the information provided after the mock interviews should have been provided before hand.	Mon, Jun 21, 2010 6:52 AM	Find...

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3. Please provide any general comments about 4CDLI

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3. Please provide any general comments about 4CDLI

1. I hope you will continue to build on this program and allow it to become the standard on how to build from within an organization. Keep the entire application process and selection process. Encourage more people to participate; there should not have been any open spots, and a list of others to encourage future participatoin. There has to be a way to make this something people really want to do. Make sure managers and deans understand how important it is to allow peronal/professional development of all employees. Most are great about this, but rumors indicate otherwise.	Mon, Jun 28, 2010 10:02 AM	Find...
2. It was a great experience overall. I have highly recommended it to several employees who aspire to move up in the community college setting.	Wed, Jun 23, 2010 12:09 PM	Find...
3. In its entirety I found the 4CLDI program to be well thought out and delivered. It met its goals of providing a better understanding of the college and provided the essential competencies needed to become a college leader. I feel so fortunate to have been able to participate in this program.	Wed, Jun 23, 2010 10:33 AM	Find...
4. Overall the program was a success! I completed my own personal goals, learning to overcome my insecurities. I was able to achieve this understanding that incorporating my own style will help to overcome any adversities when speaking in public. Having the personal video, working in groups, and being the spokesperson of 4CDLI groups.	Tue, Jun 22, 2010 4:09 PM	Find...
5. It would have been nice to have at least received some form of credit for the work done (speaking as someone who could use the college units).	Tue, Jun 22, 2010 11:32 AM	Find...
6. Good to meet employees at all levels, from across the District, and find we share many of the same concerns for the District, as well as a strong focus on student success. Really enjoyed having our own in-district leaders lead some workshops, they all did a fantastic job.	Tue, Jun 22, 2010 9:59 AM	Find...
7. Thank you for the opportunity to participate! It is obvious that a lot of care and planning went into the sessions. It was really nice to meet other CCCC employees and to reconnect with others.	Tue, Jun 22, 2010 9:48 AM	Find...
8. Overall - I thought it was a great experience. Our projects - although difficult to pull of in such a short period of time (with diverse perspectives, distance and busy schedules being a factor) were a great practice in leadership.	Mon, Jun 21, 2010 7:01 PM	Find...
9. For the inaugural program, you all did great! I thoroughly enjoyed my experience and I am looking forward to the job-shadowing component that Andrea talked about at the very end. I think that's a way to make the program continue beyond the actual program dates, and to keep working on my professional growth and development.	Mon, Jun 21, 2010 3:52 PM	Find...
10. What is harder to figure is whether participation is actually going to open doors for participants. This is not necessarily the fault of the 4CDLI, unfortunately, but rather reflects the present budget situation that the state and the District face. It was ironic, though, to be so directly reminded of our situation in one of the early assigned readings, the section of the Leadership Skills Handbook mentioning what it calls "Death star organizations". In the end, the tangible and visible successes traceable to the 4CDLI, or the lack of them, will constitute the measurable "outcomes" of the 4CDLI...what will those outcomes actually be?	Mon, Jun 21, 2010 9:40 AM	Find...
11. I found it very useful and it pushed me to do things I might not have done otherwise.	Mon, Jun 21, 2010 8:50 AM	Find...
12. I recommend it to people who would like to know more about being managers.	Mon, Jun 21, 2010 8:42 AM	Find...
13. I truly enjoyed the program. I do look forward to a follow-up and the "job shadowing" portion. The reason I wanted to participate was for the opportunity for "upward mobility" within the college district. I'm not sure if the 4CDLI program has prepared me for that opportunity yet.	Mon, Jun 21, 2010 7:52 AM	Find...
14. I think the 4CDLI is a great idea and should be continued.	Mon, Jun 21, 2010 6:52 AM	Find...

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