



# LMC Core Planning Team *HPC* Strategic Planning Retreat

June 23, 2014

Facilitated by  
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## Agenda

- 8:30** *Breakfast/Gather Material*
- 9:00** Welcome/ Purpose of the Day/Introductions
- 9:15** Group Exercise: “All Hands on Deck”
- 9:45** High Performing Communities (HPC) Framework
- 9:50** Habitus, Fact Finding, and Issue Identification
- 10:50** *Break*
- 11:00** Using Research to Identify and Validate Indicators
- 12:00** Planning Framework: Findings and Recommendations
- 12:30** *Lunch*
- 1:00** Small Group Work: Planning Framework
- 2:30** *Break*
- 2:45** Large Group Work: Planning Framework
- 3:30** Planning Process/Next Steps
- 3:50** Closing Comments
- 4:00** *Adjourn*



# Meeting Purpose

## Today, the Planning Team will:

- Learn and Practice HPC Methodology and Tools
- Review Planning Findings and Recommendations
  - Develop the Strategic Planning Framework

## Context

*Develop a 5-year strategic plan for Los Medanos College that:*

- *Describes our mission; vision; values; and strategic directions*
  - *Identifies key objectives/performance indicators, desired outcomes, and planned actions; and*
- *Aligns with the Contra Costa Community College District plan.*



# *The HPC Strategic Planning Process*

**Our company's approach to building an effective, outcomes-based strategic planning process is called the *High Performing Communities Framework*™ (HPC).**

**The five key elements of the *HPC* Framework are:**

- I. Fact Finding**
- II. Issue Identification**
- III. Using Research to Identify and Validate Indicators**
- IV. Model Design**
- V. Structural Detailing**



# *Training in the HPC Process*

- This morning we will provide a brief training in a part of the HPC Strategic Planning Process
- To equip the Planning Team with a common language and set of tools to be used throughout the planning process



# *Identifying & Verifying Issues to Develop Outcome-Based Strategies*

## **I. Dealing with Habitus**

## **II. Group Exercises:**

- **Fact Finding**
- **Issue Identification**
- **Research & Data Analysis to Identify and Validate Indicators**





One of these gentlemen  
is a drug dealer.

**Can you pick him out?**



# Mickey Mouse: The Speed Dealer!

In the 1950s, non-medical use of stimulant and sedative drugs was widely accepted and promoted in the mainstream media – so widely in fact that they even made it into a children’s Walt Disney 1951 comic book starring Mickey Mouse as a speed dealer who just *loves* his own product.



# Mickey Mouse: Drug Pusher in Africa!

In *'Mickey Mouse and the Medicine Man,'* Mickey and Goofy try a new medicine called 'Peppo,' representing a brand of amphetamine (speed).

In a time of fierce commercial competition between pharmaceutical companies that helped drive amphetamine consumption higher, Mickey and Goofy become brand evangelists for "Peppo" and end up pushing the drug in Africa!

# *Habitus*

***Habitus is public enemy #1 in a collaborative planning process.***

**Habitus is a compilation/field of behaviors, history, beliefs, attitudes, and practices that support the continuation, maintenance and empowerment of biased thinking surrounding a problem or issue.**

**Habitus acts as a strong catalyst for resistance to change.**

**In other words, it is the stuff that fuels silos, racism, prejudice, and negative competition.**

**Fact-finding helps reduce the power of habitus.**



# Overcoming Habitus During the Planning Process

**The core planning team will be continuously challenged to:**

- **Move past habitus and employ fact-based analysis during plan design**
- **Move past habitus in how you view each other and your role in the process**
- **Move past habitus in how you view students, staff, faculty, community, parents, and each other**
- **Move past habitus in how you view planning**

**Some of our views and assumptions may be confirmed and others challenged, but at least the process for vetting assumptions will be a rigorous and credible one.**



# Hands On Learning

We will now move into a simulated community setting and give you a new identity to work through using the first three HPC planning tools.

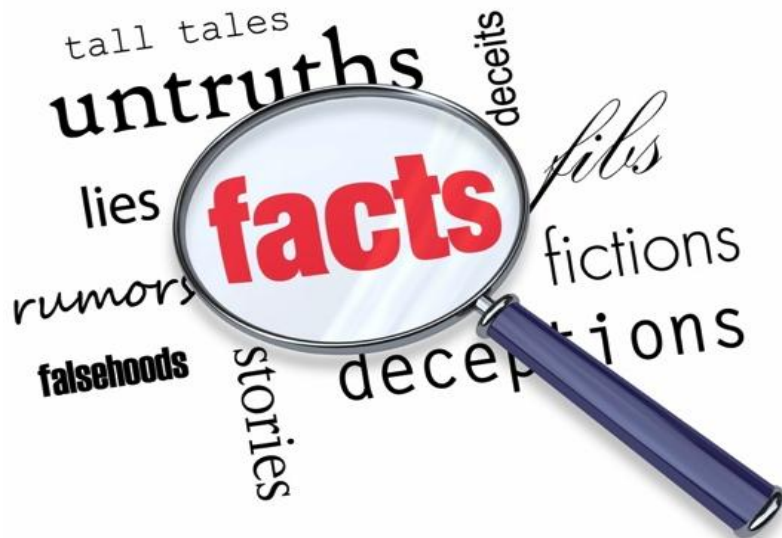
- **Fact Finding**
- **Issue Identification**
- **Research & Data Analysis**



# Fact Finding

The practice of fact finding begins with identifying and acknowledging commonly known or accepted ideas, principals, rules and practices.

But, this is only the beginning of the process.



Let's begin Exercise 1.

# Issue Identification

## What are issues?



- Issues are not a list of problems.
- They are tangible root sources of things requiring change/correction/planning validated through a process of identification and analysis.
- Let's go on to Exercise 2 and do some reading before practicing the skill of issue identification through our scenario.

# Research and Data Analysis

- Research and data analysis is conducted for the purpose of validating or invalidating issues.
- Validated issues are indicators
- Indicators have a direct impact on plan design, and help us define:
  1. What our outcomes should be
  2. Strategies needed to reach outcomes
  3. How we will measure outcomes



**Note: Best practices and new information should be incorporated into the planning process.**

**Let's move on to our final exercise.**



# *Owning the Plan: Participation in the Planning Process*

**LMC Community**



**Core  
Planning  
Work Team**

**Planning  
Committee**

**Internal and  
External LMC  
Stakeholders**

# *Planning Framework*

**A strategic plan is a plan that can be fully operationalized.**

**It minimally addresses:**

- **The vision and mission that drive the plan**
- **Goals and projected outcomes related to the plan, and how success is measured**
- **Who must do what, and how and why?**
- **The incremental steps and necessary timelines**



# *Findings and Recommendations*

*Mission*

*Vision*

*Values*

*Strategic Directions*

*Key goals/Objectives/Performance Indicators*

*Desired/Projected Outcomes/Measures*

*Planned Actions/Sample Initiatives*

**Who must do what, and how and why?**

**The incremental steps and necessary timelines for implementation and operationalization**

**Capturing ongoing input and expertise**

