

University of San Diego  
Summer 2009

# **Community College Leadership Development Academy**

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# Leadership

- is a (learned) Complex Mix of
- Competencies and
- Inner States of Being

# When under Stress:

we revert to habits of thought (assumptions) and actions (reactions) that we used at a young age to cope with anxiety

# Over time...

- We have created beliefs about ourselves that lead us to behave in certain (unaware) ways
- For example:
  - “I am a shy person”
  - “I am a smarter person than ...”
  - “I am never good enough”
  - “I can't ever let go of control”

# Self Awareness

- Helps leaders see the assumptions they have been making that are based on past experience and not on current reality.
- Helps leaders create new assumptions and action logic for healthier relationships and more productive achievements.

# The Leadership Circle Profile

- 18 Dimensions of Leadership
- Creative or Reactive Dimensions
- Task or Relationship Dimension
- Effective Leadership Norms and Potential

# Summer Academy Format

- Individual TLC Assessment (on-line)
- 7-15 Evaluators contribute to Assessment
- TLC Certified Consultant provides individual Profile interpretation and guidance
- Group learning activities incorporate TLC themes, lectures and discussions
- Small group sessions give opportunity to discuss profile with others

# Panel Introduction

College of the Sequoias Academy Team:

Bill Scroggins, President/Superintendent

Duncan Graham, Vice President of Academic  
Services

Michele Hester-Reyes, Academic Senate  
President & Professor