



Santa Clara County



Office of Education






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# THE END

CHAMPIONS FOR LEADERSHIP

A Journey With Nan Harn | June 1, 2017



There's a method  
to the madness!

**BEGIN  
WITH  
THE END  
IN MIND\***

*\* From The 7 Habits of Highly Effective People, Stephen R. Covey*



# THE MENTOR PROGRAM

An extraordinary organizationally-supported  
opportunity to voluntarily step into

**CHALLENGE  
CHANGE  
TRANSITION  
& TRANSFORMATION**



# PURPOSE

SELF-DISCOVERY & GROWTH

**MENTOR:** *An experienced and trusted advisor; someone who guides another to greater success*

**Mentee driven**

Tapping into their greater potential through encouragement and development resources

A mutually rewarding **adventure** begins

# GOALS

## PERSONAL CHALLENGES



**FULFILL  
DESIRE TO  
CONTRIBUTE  
AND COLLABORATE**



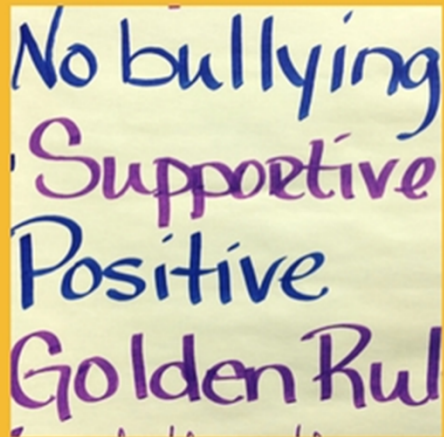
**RETAIN  
HEALTHY BALANCE  
AND BOUNDARIES**



**SEEK GROWTH  
AND BEGIN TO  
DARE GREATLY**

# GOALS

PROFESSIONAL  
OPPORTUNITY



No bullying  
Supportive  
Positive  
Golden Rule

**FOCUS ON HEALTHY  
ORGANIZATION  
PREMIER EMPLOYER  
EFFECTIVENESS  
& EFFICIENCIES**



**SUCCESSION  
PLANNING &  
LEAVING SOMETHING  
BETTER THAN YOU  
FOUND IT**



**FOCUS  
ON PRODUCTIVE  
COLLABORATION &  
PARTNERING**



# PROPOSALS

## CFL PROJECTS EXPLORED

#1

### **SCCOE UNIVERSITY**

An online portal for staff process resources, on-demand tutorials, and professional development

#2

### **SCCOE POSITION SURVIVAL KIT**

Customizable template identifying positionally unique tasks & processes geared to succession planning

#3

### **SCCOE SUPPORT CAREER PATH**

Identify training and professional development tracks for support staff aspiring to advanced levels



# SOLUTION

AND ITS EVOLUTION

## PRODUCTIVE PARTNERING

Harnessing the power of positive relationship, developing communicative and "big picture" skills, and leveraging complementary connections

Project endorsed by Staff Development targeting SCCOE Support Staff.  
Presented as NASSA Workshop #4

**Premise:** adjust the mindset and best practices/processes will follow



# PRODUCTIVE PARTNERING

## WORKSHOP PLAN

**Engage**

**Explore**

**Apply**

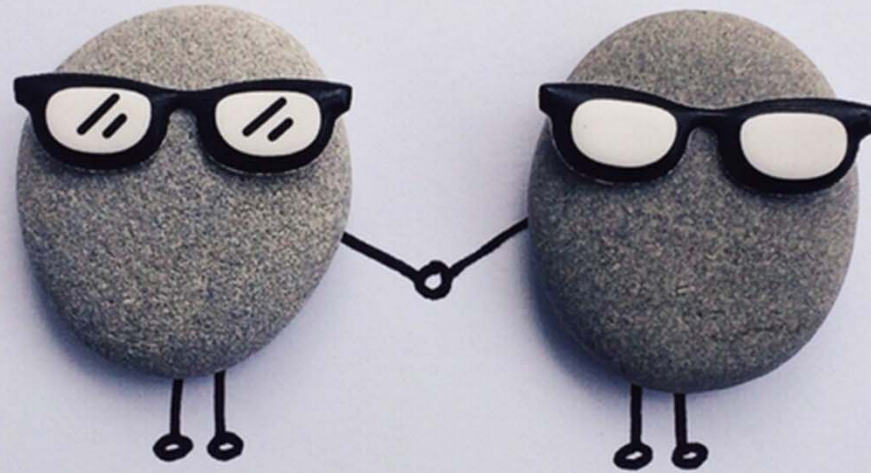
**Practice**

### UTILIZED & COVERED

- Interactive Activities
- The 7 Highly Effective Habits
- Complementary Connections
- Change, Transition & Trust
- Proactive Planning
- Productive Conversation

# PROFESSIONAL CURIOSITY





**HAVING A SHARED VISION**



**TRUST**

# PRODUCTIVE PARTNERING

## WORKSHOP RECAP



**Share the VISION**  
**Know the MISSION**  
**STRATEGIZE Roles**  
**Develop a PLAN**  
**Action & IMPLEMENT**  
**To Achieve**  
**Shared SUCCESS!**

# MEASURE SUCCESS

## POST WORKSHOP SURVEY HIGHLIGHTS

Would be nice to offer this presentation again for others that missed out on a valuable opportunity!

...Found useful tips to utilize during conversations.

...It was so multi-media - slides, whiteboard drawings, flipcharts and activities. Very engaging!

...The mentorship idea is an excellent one.





# REFLECTION

## PROGRAM EXPERIENCE

The benefits of valuable development:

Collaborative Teaming & Project Management  
Self-Discovery | Myers-Briggs & StrengthsFinder  
Resume Building, Interview & Presentation Skills

We have been **challenged**

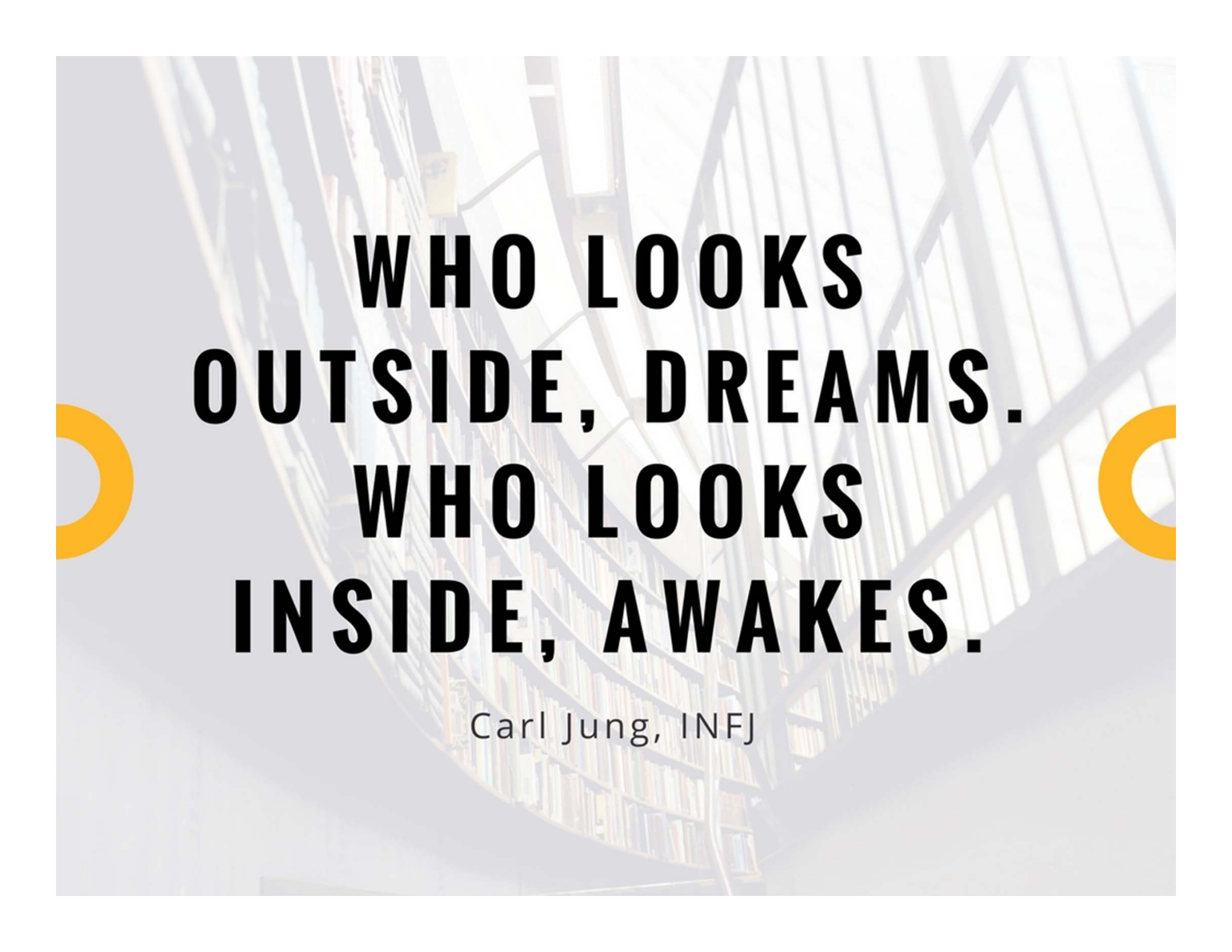
We have been **changed**

We have **transitioned**

We are **transformed**

The Obstacle is the Way | The Ego is the Enemy | Dare Greatly





**WHO LOOKS  
OUTSIDE, DREAMS.  
WHO LOOKS  
INSIDE, AWAKES.**


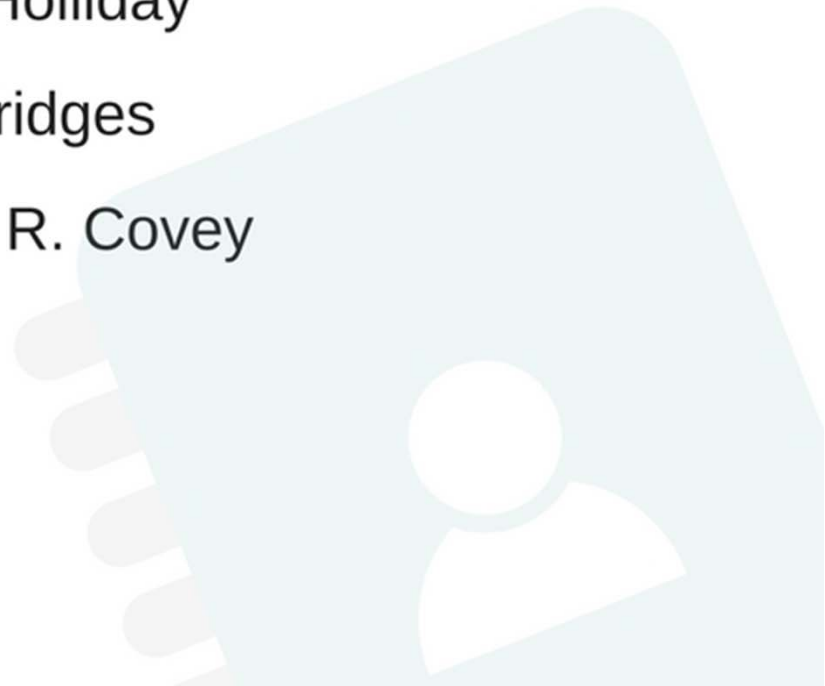
Carl Jung, INFJ

# RESOURCES



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## FOR FELLOW TRAVELERS

- The 7 Habits of Highly Effective People, Stephen R. Covey
  - The Ego is the Enemy, Ryan Holliday
  - The Obstacle is the Way, Ryan Holliday
  - Managing Transitions, William Bridges
  - The Speed of Trust, Stephen M. R. Covey
  - Daring Greatly, Brene Brown
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# THANKS

CAN NEVER BE WORN OUT

## Thank You

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Supt. Jon Gundry

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Niti Sharma  
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Linda Gore  
Julie Sesser  
Maria Scalia  
& all CfL Cohort 8!



FUTURE COHORTS, WELCOME TO

# THE NEW BEGINNING