Developing and Supporting Middle Leaders for Institutional Transformation

ACCJC Conference
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RP Group Leading from the Middle
Leading from the Middle

• Launched in 2013

• Served over 500 middle leaders (deans, directors, department chairs, faculty coordinators, classified staff, counselors, instructional faculty) from nearly 70 community colleges

• How?
  o Learning by Doing
  o Building Relationships and Collaborating
  o Preparing to Lead Institutional Change
  o Deepening Leadership Identity
Where are you on the leadership continuum: reluctant, enthusiastic, or somewhere in between? How has your leadership identity changed over time?
What are specific leadership skills that middle leaders should have and how did you develop them?
What are some of the unique challenges that middle leaders face?
How can middle leaders be supported?
What Middle Leadership Looks Like in Action: Key Take-Aways from the LFM Impact Study

• Understanding the complexity of change
• Involving stakeholders
• Engaging resistance

https://rpgroup.org/Leading-from-the-Middle/Evaluations
“I have learned that leadership is an action. Everyone can lead, and we can all do leadership together. Leadership is not defined by a role or a position. It is defined by what we do to promote positive change in our environment.”
“Leadership involved calculated risk, coherence, collective inquiry, belief, and courage. I have learned that I am going to fail, I am going to make mistakes, and I will feel discouraged. However, when these things happen, I have learned that these setbacks are opportunities for learning, developing, and growing as a professional.”
If you were going to create a professional development plan for middle leaders at your college, what components from this session’s conversations would you include?
Developing Middle Leaders

Key Components: What are the key components to include in the curriculum?

Participants: Who at the college could benefit most from this program?

Delivery: What will be the optimal plan for delivering this program?
For more information:

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Thank you!