Supervision in the 21st Century Program Description

The most significant factor in determining whether or not an organization is a success or failure is its quality of leadership. A priority for Pima Community College is to continue the development of individual leadership abilities as well as create a diverse pipeline of future leaders. To achieve this goal, Organizational Effectiveness & Development launched its first Cohort of the Supervision in the 21st Century program in 2015. The program is available for current supervisors who manage people and/or projects as well as those who desire to take on leadership roles in the future as a supervisor.

Selected candidates will be required to attend one full-day session per month for six months. Additional coursework outside of those sessions is also expected from participants. To increase the impact of the program, the number of individuals selected per Cohort will be limited to 25. The program is currently offered three times per academic year. The session topics are outlined below, but subject to change:

- **Session 1**: Strategic Communications in the Workplace
- **Session 2**: Crucial Conversations
- **Session 3**: Respectful Workplace: Managing the 4 P’s – Policies, Procedures, Practices, and Processes
- **Session 4**: Informed Decision-making and Planning
- **Session 5**: Crucial Accountability
- **Session 6**: Effective Leadership in a Changing Environment

APPLICATION PROCESS

Interested applicants must submit a program application as well as additional supporting documentation by the following deadlines:

**Cohort 4**

- Applications now being accepted
- Application deadline: **August 29, 2016**.
- Applicants will be notified of status (selected/not selected) by **September 19, 2016**.
- Cohort 4 sessions will kick-off on **October 14, 2016**.

**Cohort 5**

- Applications will be accepted beginning **October 15, 2016**.
- Application deadline for Cohort 5 is **December 30, 2016**.
- Applicants will be notified of status (selected/not selected) by **January 19, 2017**.
- Cohort 5 sessions will kick-off on **February 21, 2017**.
The program application will include the identification of your immediate supervisor and two additional supervisor-level college employees who can respond to a brief survey about your readiness and strengths related to program selection. In addition to the program application, applicants will submit supporting documentation that includes a current resumé and letter of interest. Please send your application and supporting documentation to:

Cindy Andrews, Organizational Effectiveness & Development
Email: candrews11@pima.edu
Interoffice Mail: DO-1188

Selected participants are expected to attend all six training days and complete a Team Capstone Learning Project in order to successfully complete this program.

With the full support of the Chancellor, this program will engage participants in building skills and knowledge in these College-identified leadership competencies:

- leading self
- leading others
- leading the organization

Upon conclusion of the program, each team will present its Capstone Learning Project to the Chancellor and his Executive Leadership Team (ELT). To assist with preparing for the ELT presentations, participants will have an opportunity to participate in a Peer-to-Peer Presentation practice session. In this session, teams will present their Capstone Learning Project and findings to their peers and receive constructive feedback. Additionally, each presentation will be recorded by the Center for Learning Technology (CLT). The video will assist team members in putting the finishing touches on their final presentation.

If you have any questions about the Supervision in the 21st Century program, please email Cindy Andrews at candrews11@pima.edu or call x4359 for additional information or assistance.