



# Leadership Institute

BARTON COMMUNITY COLLEGE

# Barton Leadership Institute

## Background

Barton's Leadership Institute was developed by Elaine Simmons as part of her participation in the Kansas Community College Leadership Institute (KCCLI).

Participants were required to complete a leadership project that addressed a need at the participant's home institution and have the potential to be replicated across Kansas.

The Leadership Institute was chosen in response to workforce concerns. Higher education is experiencing high turnover in leadership and recruitment for new leaders is difficult particularly in rural Kansas areas.

Barton faces this challenge and acknowledges significant retirements in administrative and/or management positions currently and into the new decade.

The average age of Barton's full-time employees six years ago was 49.37. Today, it is 46.34.

## Purpose

Barton's Leadership Institute is a professional development activity for employees seeking to develop their leadership skills. The College supports this activity as a retention tool with the expectation graduates will positively contribute to Barton's success. Added desired outcomes include:

- Understanding of a Leader's Role and Responsibilities
- Clarify Professional Goals
- Assess Personal Readiness for Career Advancement
- Initiate a Professional Personal Networking System
- Establish a Mentor Relationship

## Outcomes

Barton's Leadership Institute is in its sixth year – initiating during the 2016-2017 academic year.

The institute has supported the participation of forty-six employees. 98% of the participants remain Barton employees.

88% of the participants participate on college committees and workgroups. Multiple members have shifted positions of responsibility since their involvement in the Institute. Still others are part of succession plans and many are part of or lead innovative projects.

# Leadership Institute Participants

Coordinator Elaine  
Simmons

**2016-17**

Whitney Asher  
Krystall Barnes  
Tana Cooper  
Claudia Mather  
Teri Mebane  
Lee Miller

**2017-18**

Janet Balk  
Mark Bogner  
Jonathan Dietz  
Lindsay Holmes  
Stephanie Joiner  
Kathy Kottas  
Peter Solie  
Brandon Steiner

Coordinator Whitney  
Asher

**2018-19**

Zac Bauman  
Kristan Connell  
Matt Connell  
Jessica Fullen  
Karly Little  
Todd Mobray  
Carol Murphy

**2019-20**

Erin Eggers  
Deanna Heier  
Orlando Hernandez  
Karla Hitz  
Jenna Hoffman  
Abby Kujath  
Julie Munden  
Curtis Rose  
Shelli Schmidt

Coordinator Karly  
Little

**2020-2021**

Chris Baker  
Megan Chambers  
Nolan Esfeld  
Tanner Marston  
Andrea Thompson  
Christopher Vanderlinde  
Jenna Wornkey

**2021-2022**

Emily Harper  
Erika Jenkins-Moss  
Courtney Metcalf  
Wendy Miller  
Rita Thurber  
Maggie Tracy  
Joe Vinduska  
Lawrence Weber

# Participant Selection

Open to All Employees (Full-Time, Regular Part-Time & Adjunct)

- Minimum of Five – Maximum of 10 Participants
- Minimum Two Years of Barton Service
- Satisfactory Staff Performance Appraisal or Faculty Evaluation
- Supervisory Recommendation with Rationale
- Final Selection – Leadership Institute Committee

# Logistics

- Six Month Institute – One Day Per Month (September-April)
- 9:00a.m.-3:30p.m.
- Location (Barton County Campus)/Zoom As Needed
- Refreshments & Lunch Served
- Program Budget (\$5,000); Requesting \$5,000 Increase FY 23

# Institute Topics

- **Leadership**

- Clifton Strengths Based Leadership
- Reflective Leadership
- Leadership Attributes & Competencies
- Leadership Chats with President's Staff
- Personal Branding
- Professional Image/Attire
- Leadership Philosophy
- Leadership Shadowing

- **Higher Education Principles**

- Community College Mission
- Accreditation
- Strategic Planning
- Fiscal Responsibility
- Board of Trustees Relations
- Legislative Issues
- Partnerships
- Cultural Diversity & Inclusion
- Kansas Board of Regents
- Political Awareness & Strategies

# Moving Forward

- Nomination Announcement Sent to All Users; Currently Sent to Supervisors
- Employees with Interest Encouraged to Speak with Their Supervisor; Supervisors Continue to Nominate
- Annual Alumni Retreat (Summer)

Comments & Questions...



***BARTON***

**LEADERSHIP  
INSTITUTE**

**Karly Little**  
Institute Graduate, Class #3  
Coordinator Classes #5 and #6

## **WHAT IS LEADERSHIP?**

**Leadership is mobilizing people to make progress on complex, adaptive challenges.**

**Kansas Leadership Center**

# ORIGIN STORY

**Kansas Community College  
Leadership Institute (KCCLI)**

What is the

***BARTON***

LEADERSHIP  
INSTITUTE



**A yearly institute in which 7 - 10 employees are nominated by supervisors and chosen by a committee.**

# Barton + Self Development

## Barton Timeline Jeopardy & Self Jeopardy

Barton Timeline Activity  
Barton Universe/Connections  
Strengths-Based Leadership  
Reflective Leadership  
Your Personal Brand  
Professional Image/Attire  
Institutional Update  
Community College Mission  
Work-life balance  
Happiness Advantage  
Accreditation  
Fiscal Responsibility  
Diversity, Equity, and Inclusion

Board Meetings  
President's Staff Chats  
Institutional Updates w/VP  
Tour of other campus locations  
Networking with  
Institute graduates

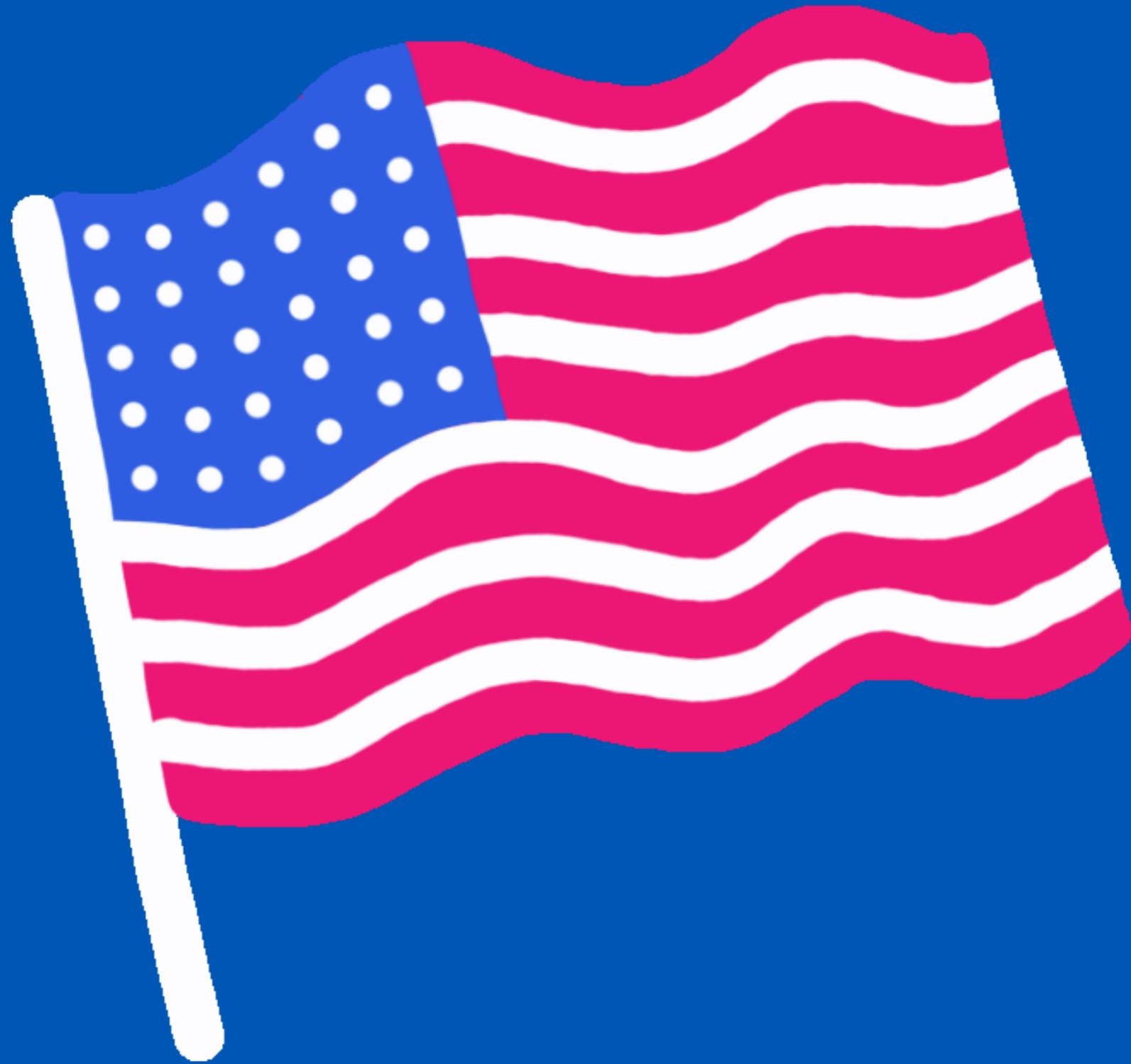
Assignments  
WHY Board  
Leadership Philosophy  
Happiness Video re-framing  
Shadowing Experience

## Leadership Attributes

Board – President Relationship  
About the Kansas Association of Community College Trustees  
Leadership Philosophy Discussion  
Kansas Board of Regents  
Succeeding with Political Savvy & System Strategies  
Legislative Issues and Partnerships  
Leadership Shadowing Experience Debriefing  
Being a Leader  
What's Next" Conversations with Graduates and Alumni  
Graduation Activities – graduates and supervisors

**According to the Association for Talent  
Development:**

**Organizations spent on average \$1,252  
to train each new employee**



**National  
employee  
retention rate -  
any guesses?**

**90% national average retention rate**



**Class #1**



**Class #2**



**Class #5**



**Class #3**



**Class #4**

**37 graduates in 5 years  
36 are still here today**

**97.3% retention rate**



# "The One-Hour Experiment"

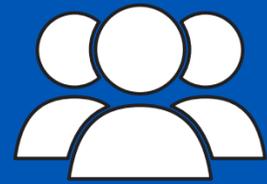
**WIPRO (pronounced WHIP-row)**

**Call center in Bangalore, India**

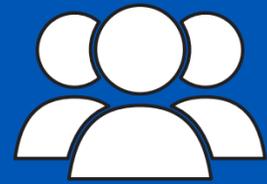
**Employees were leaving in droves -  
50% - 70% turnover rate**

**Paraphrased from The Culture Code  
by Daniel Coyle.**

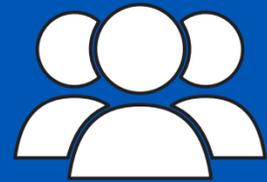
# "The One-Hour Experiment"



**Control Group: Regular Onboarding**



**Group 1: One extra hour about company**

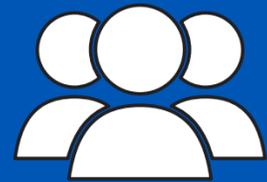


**Group 2: One extra hour about self**

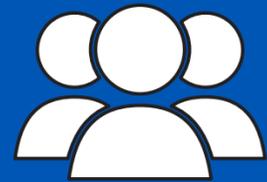
Paraphrased from The Culture Code  
by Daniel Coyle.

**What do you think happened?**

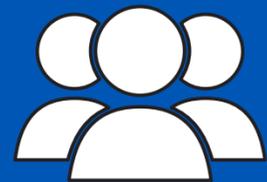
# "The One-Hour Experiment"



**Control Group: Regular turn-over rate**



**Group 1: 157% more likely to stay**



**Group 2: 250% more likely to stay**

Paraphrased from The Culture Code  
by Daniel Coyle.

# Belonging Cues

**Belonging cues are non-verbal signals that humans use to create safe connections in groups.**

- 1) the energy invested in the exchange**
- 2) valuing individuals**
- 3) signaling that the relationship will sustain in the future**

# What happens in the Barton Leadership Institute?

- **Meet and network with peers**
- **Meet and network with College leaders**
- **Meet and network with external professionals**
- **Lots of self-reflection and personal development**
  - **Internal and external speakers (\$\$)**
  - **Assignments and projects**

## **1) the energy invested in the exchange**

**What the Institute says: We are investing time, money, and energy in your development.**

## **2) valuing individuals**

**What the Institute says: Through assignments like your leadership philosophy and your WHY, your individualism is important and valued.**

## **3) signaling that the relationship will sustain in the future**

**What the Institute says: We want you to continue to grow and learn. Stick around.**

**Barton Leadership Institute  
tries to strike that magical  
balance of teaching  
Barton + Self.**





**Just to name a few:**

**Engaged employees**

**Lower turn-over rates**

**Happier employees**

**Succession plans/practices**

**"When asked to name the top five factors that led to the transition from mediocrity to excellence, Walter Bruckart [Circuit City CEO] said, "One would be people. Two would be people. Three would be people. Four would be people. Five would be people."**

**Collins, Jim. Good to Great. New York, HarperCollins: Business, 2001. (Page 54)**

**Any questions?**

