



Powering Leadership-Driven
Change within Community
and State Colleges



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The environment and culture of community colleges are changing quickly. College leaders are facing increasing demand for their programs while managing budget cutbacks. Numerous colleges are expanding their programs to offer baccalaureate degrees in order to become state colleges. People must change with the environment in order to reach personal and organizational successes – **FuturesLeaders-ATG** can identify the people who will make this success happen.

Why?

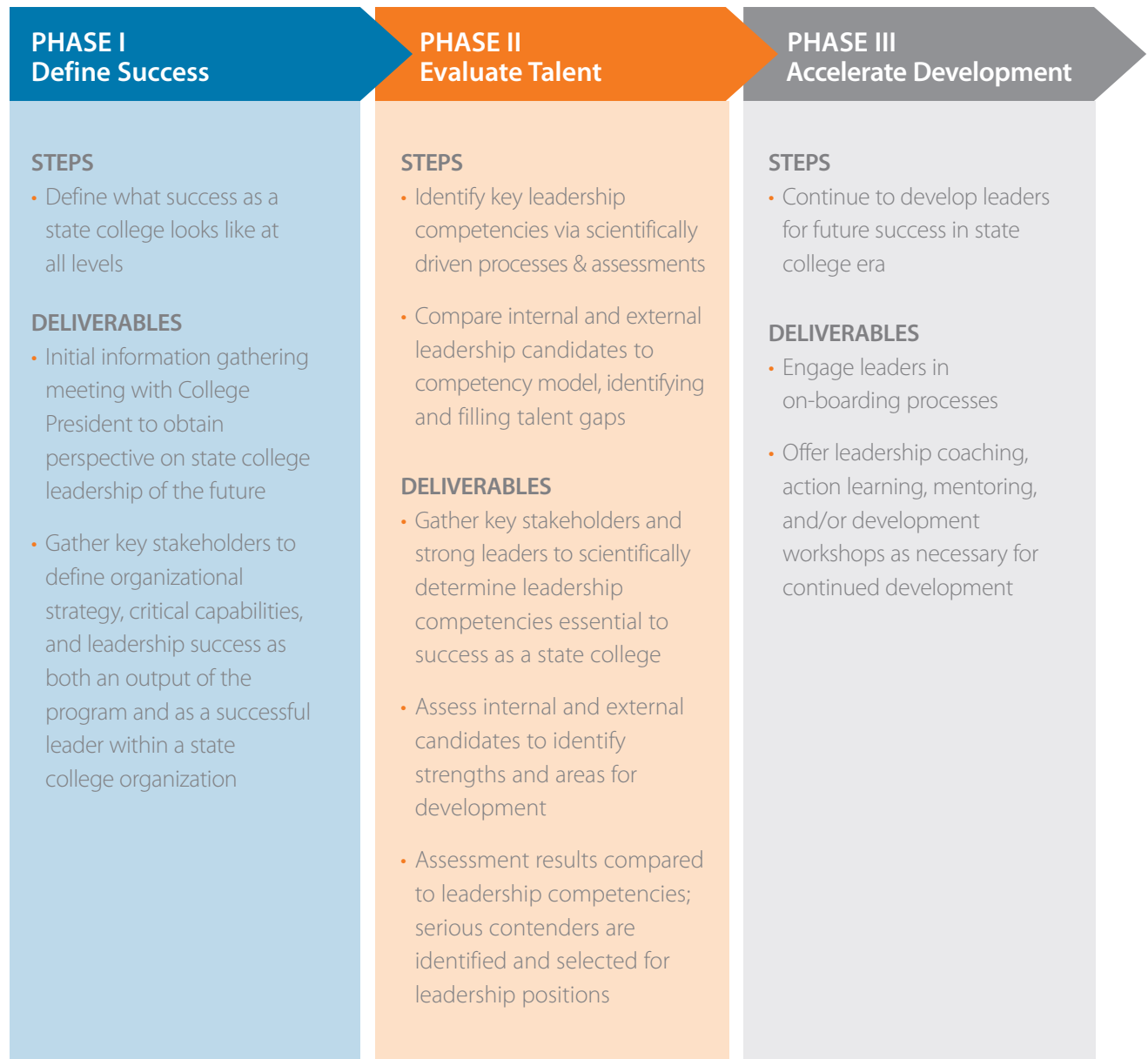
Educational institutions need high quality leadership in all aspects of the organization. Therefore colleges should be searching for the “serious contender” both within and outside of the organization -- an individual who holds the qualities and attributes needed to be an effective leader. These internal and external contenders should be carefully selected to meet the needs of each institution and done so via rigorous and defensible assessment processes. Future success depends on the selection of individuals who are not only capable of leading the organization into the state college transformation, but are willing and enthusiastic at the opportunity to develop their professional skills. The question then becomes: how do community colleges identify and select these serious contenders?



How?

ATG’s goal is to help identify, select, and develop leaders from within and outside of the organization to power the growth and success of community colleges as they enter a new era as a state college. We aim to do this by providing an integrated talent management data architecture that makes explicit the competencies needed to be successful in a leadership position while assuring congruence between assessment, development, and performance evaluation. The following framework and image outlines the proposed means of meeting these goals:

- > Define success at all levels within a college, from understanding the overall organizational strategy to defining the capabilities critical to success, and clarifying what the successful leader of a state college looks like.
- > Job analysis process allows colleges to identify and reach consensus on the competencies necessary to be a successful state college leader. Comparison of leadership candidates to the competency model identifies limitations within internal talent pool and external candidates who can fill these gaps.
- > The accelerated development of serious leadership contenders depends on the state college leadership competency model and the target leadership positions critical to success.



ATG has worked with the following community colleges to maximize team effectiveness:

- Central Arizona College
- Cleveland Community College, NC
- Connecticut Community Colleges
- Florida State College
- Ivy Tech Community College – Central Indiana
- Johnson County Community College, KS
- Mohawk Valley Community College, NY
- St. John’s River Community College, FL
- South Orange County Community College, CS
- Southeastern Community College, IA

CONSULT THE EXPERTS.

Contact FuturesLeaders-ATG today. 800.737.5622 | futuresleaders.com



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