

The Way We Lead

Strong, principled, and consistent leadership is essential to achieving institutional and student success. We acknowledge that skilled leadership is a practice developed with time and effort. The Senior Leadership Team commits to the following six practices and thirteen SLCC-specific behaviors as the way we lead at SLCC:

Practice #1: Stand for Something Real

Provide a clear “why” in any situation (e.g. connect a request to institutional objectives, identify any assumptions behind that why, and prioritize the request when possible).

Connect with students and each other as people first: show care towards students’ and colleagues’ well-being before other class or work expectations.

Practice #2: Make it Meaningful

Solicit input from all levels. When others co-create solutions, they are more committed.

Model and share stories of student- and mission-centric behaviors.

Practice #3: Act Justly and Inclusively

Fully explore my own worldview and how it impacts others and my professional relationships.

Forthrightly identify and remove overt, hidden or unconscious, and systemic racism and all forms of oppression.

Elevate and embrace the diversity of cultures, peoples, habits, worldviews and thought traditions within our vibrant culture and diverse communities.

Practice #4: Build on People’s Strengths and Interests

Create space for people to do things that ignite their passion and in which they excel.

Allow for expansive professional development opportunities outside of regular job functions.

Practice #5: Practice Radically Compassionate Honesty

Own your words. Mean what you say and say what you mean. Engage in important dialogue and difficult conversations.

Give and take feedback from a place of care, respect, empathy, and curiosity.

Practice #6 Simplify the Rules

Created conditions for autonomy with accountability; manage outcomes within appropriate flexibility.

Seek to understand structures and processes, engage in open dialogue about structures and processes, and welcome inquiry and ideas.

