

WIZARD OF OZ: LEADERSHIP WITH SINCERITY

By Linda Crerar

John Lewis, the U.S. Congressman from Atlanta, Georgia, sadly died on July 17, 2020 after a long battle with pancreatic cancer. Lewis was a civil rights activist who marched with Dr. Martin Luther King Jr. in the 1960s for equality, justice, and peace.

Throughout his life, Lewis maintained a strong loyalty to his principles of non-violence and adhered to the belief in the power of love, decency, tolerance, inclusion, and integration. He challenged us all to be the best we can and to do what is right. His leadership will be seriously missed but never forgotten. We all have the challenge of continuing to carry on the life's work of Congressman Lewis.



The Center of Excellence honors and dedicates our July 2020 issue of Confluence to the memory of Congressman John Lewis. His leadership is the kind we need right now. What we all need to understand is that it is important to believe in our abilities to stand up and lead others with sincerity, empathy, and compassion. We need leaders who can lead with their hearts and heads, along with inspiring others to do the same. A good leader looks after others and does not solely prioritize outcomes and goals that affects them personally and/or professionally.

"John had a tremendous appeal to people," said Bernard LaFayette, college roommate of Lewis and friends at the American Baptist Theological Seminary. According to LaFayette, Lewis' leadership qualities were natural, which began at an early age. It often made him stand out ahead of classmates who were older. LaFayette said that John was the type of person to naturally draw people to him and that "he didn't go out of his way to do that. He was quiet, in terms of his spokesman-ship, but people had confidence that he had a sincerity." LaFayette also added that Lewis had no arrogance when it came to leadership. "He never put anybody else down. He had respect. People had confidence in him in terms of his leadership. That's the thing that made the difference."

Back in June of this year, Lewis spoke about Black Lives Matter and shared how he had "been down this road before", but that he still had hope. He told NBC News, "As a nation, and as a people, we're going to get there. We're going to make it. We're going to survive and there will be no turning back."

In 1939, the movie "The Wizard of Oz", one of the best and most beloved movies of all time, was released in theaters. Just a year before Lewis was born. The movie, based on L. Frank Baum's book, which was published in 1900, was so well crafted that it continues to enchant audiences to this day and also offers some important leadership lessons which also is the legacy left for us by Congressman John Lewis.

PUBLICATION CREDIT

Our Team

Linda Crerar, COE HSEM Director
Kellie Hale, Managing & Communication Editor
Jasmine May, Content Production & Digital Designer
Bryan Johnson, Webmaster

Contact us:

Phone: (253) 912-3689
Address: 9401 Farwest Drive S.W.,
Lakewood, WA 98498-1999

Please update your Confluence subscriber information to make sure we have your current email address. Your information will not be shared with anyone outside of the Center.

Confluence is intended for general education purposes only and should not be construed as advising on any policy of the State Board for Community and Technical Colleges (SBCTC) or any of our 34 CTC Colleges.



continued from page 1

Lesson #1: Head, Heart, Courage, and Spirit are cornerstones of character. One of the reasons that Wizard of Oz endures is because it resonates in our experience of the human condition. We recognize that to be our best as a human, or team, or leader, we must draw from head, heart, courage, and spirit. Not one of these are complete and our endeavors are interdependent. Leaders in today's world are those who should have these characteristic: wisdom, humanity, courage, and resilience and who recognize their limitations.

Lesson #2: "Face adversity and keep their people moving forward took on the realities of their situation head on and they emerged from adversity even stronger" – Jim Collins. Good leaders always stay true to their values and mission, and always expect and give help along the way.

Lesson #3: They are authentic and know who they really are and provide genuine help which connects, engages, and sustains people.

Lesson #4: Good leaders can foster change by reframing how the world looks to people. With the right frame, doors that seemed closed are open, paths appear in the wilderness, and people suddenly possess what seemed out of reach. Leaders help people produce positive outcomes.



Lesson #5: No one else can do it for you. At the end of the movie Glinda the Good Witch informs Dorothy she has always had the power to go home. "Why didn't you tell me?" Dorothy asks. "Because you had to find out for yourself." Leadership is one of them. Reflection on experience in a way that informs to handle future experiences is the fundamental key to development. Leadership is a development process. Help along the way is essential (mentoring and coaching), but no one else can develop it for you.

Lesson #6: Nothing in the world can take the place of determination and persistence. "One cannot teach a person anything. One can only enable him/her to learn from within himself" – Galileo. You are braver than you believe, and stronger than you seem, and smarter than you think" – Milne. Make the commitment to act with confidence and determination.

Lesson #7: Lead through participative leadership which is relationship oriented and enables you to achieve your goals and implement change. The benefits of participatory leadership mean that people develop greater decision-making skills which leads to more quality decisions that have a higher level of acceptance and satisfaction by all involved.

Lesson #8: Think critically. Highly reflective thinking develops into Wisdom. It's "contemplating" and listening to others which is an important part of gaining wisdom.

Leadership is a journey down that "Yellow Brick Road". A successful leader depends upon a belief in oneself, having a goal for a better future, wisdom, emotional intelligence, and a willingness to Act. This journey will be filled with difficulties and obstacles so reflect and gain perspective on Your Journey. Remember "some things you just have to experience yourself" stay determined, courageous and persist.



STRATEGIC PLANNING SUMMARY

Our Center had its Strategic Planning Session this year in a span of four meetings with its Advisory Board members, Senior Fellows, and staff members. We would like to thank Mark Todd who facilitated our sessions and helped format the structure of the meetings, which provided a wonderful and interesting topics for discussions.

At the Center, our goal is “to provide effective leadership and coordination that rapidly responds to the interests of educational institutions and workforce training needs of the HSEM (all-hazard) business and industry sectors across the state.” We want Washington State to be on the cutting-edge of our HSEM career pathway programs, which includes Criminal Justice, Cyber-Security, Fire Service, Emergency Medical Services, HSEM, and Occupational Health and Safety. We also want students graduating from these programs to be able to become industry professionals and experts. Our goal has never wavered, but expanded.

We know that diversity, inclusion, and equity are just as equally important.

That is why our Center has a new goal to create practical ways to enhance diversity and inclusion into our all-hazard career pathways. It is important for our pathway programs to reach a more diverse student population, along with broadening curriculum to include topics such as systemic racism and implicit bias within the industries, and hire faculty of color that will help to enlarge perspectives of the programs.

Our 20-21 work plan will reflect the need incorporating more diversity and inclusion within the Washington State Community and Technical College system, while also partnering with organizations that can help us achieve our goal of recovering and eliminating systemic racism and implicit bias.

With our Advisory Board, our Center will look at how we can develop and deliver a social equity/social justice courses in collaboration with programs to our current faculty, staff, and student body to help colleges and programs. Our programs will lead with racial equity and recruit diverse individuals to help incorporate change in the culture. Overall, people want to see themselves reflected within education and organizational values.

STRATEGIC PLANNING CYCLE



WORK PLAN SUMMARY

Activity 1: Diversity within the Community and Technical Colleges System – Recovering and Eliminating Systemic Racism and Implicit Bias

The State Board for Community and Technical Colleges (SBCTC) new vision statement, “Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in the service to our diverse communities.” Working w/the CoE Advisory Board our career pathway program will lead with racial equity and recruit diverse individuals to help change our current culture:

- 1) Complete and publish a Board Statement about the importance of diversity and support for people of color.
- 2) Establish implicit bias workshops for educators.
- 3) Identify and implement additional outreach activities that support enrollment of people of color and diversity into our career field.
- 4) Assess and report on progress.

Activity 2: Pathways to Partnerships: Collaboration Among Centers of Excellence

In the age of COVID-19, the Center is reminded of the importance of Continuity of Operations planning, and is looking at new ways to collaborate with the eleven (11) Centers that will expand and enhance CoE goals across the state.

The Center directors and staff will hold bi-weekly meetings to collaborate on development of virtual sessions. We will be partnering on events, workshops, and trainings, and working together on business operations and sharing resources and skill sets.

Our first collaboration is a virtual workshop in July addressing, “Recovery and Resilience in the Era of COVID-19: The Interconnectedness of Agriculture, Public Health, Supply Chain, Clean Energy, and Emergency Management.”

There will be several follow-up activities with Agriculture & Natural Resources, Allied Health, Clean Energy, and Supply Chain Management Centers to host virtual sessions that will identify lessons learned from the COVID-19 pandemic and address needed changes to curriculum and training. Participants will discuss what needs to be done now and for the future to ensure recovery and resilience for our economy.

Future sessions focus on the interconnectedness of the other career pathways and follow the same template established in the first virtual session. Speakers and participants will share perspectives and concerns, which will help create a framework for solving these complicated challenges in the future. Sessions will be free for attendees.

>>>

Activity 3: Career Connected Pathways – HSEM Institute

The Center is expanding the training and education activities available through the HSEM Institute. These trainings will provide professional development opportunities for faculty, industry professionals, and students. Trainings will be in the All-Hazards Emergency Management fields of Criminal Justice, HSEM, Occupational Health and Safety, EMT/EMS, Fire Command/Fire Services and Cybersecurity.

The Center will continue its collaboration with Pierce College's Continuing Education Department in establishing credit and non-credit courses. The HSEM Institute will debut its first course in Crisis Disaster Communication this summer. While the Course will explore disaster well beyond the COVID-19 Pandemic. This pandemic was the final trigger for the development of this course as so many issues are being discussed in forums online, in the media and in homes related to public information. This is an important field of study, reflecting the impact of developments in evolving media practices, social media, mass communication and organizational communication upon communities affected by disaster.

In addition, Business Continuity Planning, Resilience and Recovery, FEMA fundamentals, and Mental Health in Disaster Management have been identified as priority training. These courses will help students, faculty, and industry professionals gain awareness of industry needs, while staying current, and leveraging existing strengths and partnerships. Instructors will be industry experts who will provide well-developed courses and/or trainings that will benefit to those participating.

The Center's "Showcase Series" will be made available through video presentations and trainings through the HSEM Institute. The Center has a large training library of videos on its website from many of workshops and forums. These will be highlighted in our "Showcase Series" for ongoing professional development for students, faculty, and staff.

We will also continue to support the Jayme Wisecup Scholarship. The scholarship focuses on Emergency Management/Disaster Preparedness and will provide funds for students to attend the Homeland Security Emergency Management Certificate or Associates Degree Program, which is offered at Peninsula College. There are seven (7) other "Collaborating Colleges" across the state that offer this degree program as well. This scholarship will be for students getting a certificate or associate degree at Peninsular College.

Activity 4: Public Safety Training and Education – Re-Imagining the Criminal Justice Field

The CoE will focus on fully evaluating and assessing the implications of the impact of COVID-19, communicate the commitment by colleges to uphold social justice and racial equality, and measure and reimagining the outcomes law enforcement can deliver to its communities. Techniques and training to deliver outcomes will be evaluated when it comes to policing. Community-police relationships are more important now than ever before.

"The HSEM Institute will debut its first course in Crisis Disaster Communication this summer."

The Center will continue its work with the 20 Criminal Justice (CJ) Programs and employers to implement the model core curriculum in the Community and Technical Colleges (CTC) CJ Programs. Any barriers will be identified and addressed with the appropriate administrative units (e.g., specific colleges or State Board for Community and Technical College policy and CJTC associates).

The goal of a core curriculum is to assist with marketability and common assessment of CJ programs in WA State. The colleges will continue to work through college-specific barriers to curriculum change and will work as a team to overcome State level barriers to implementation of a core curriculum. Curriculum has been aligned to use common course numbering and course naming along w/building curriculum crosswalk from each program to an agreed upon model.

Activity 5: Expand and Enhance Our Webinars, Video Interviews and Lectures for Confluence

The Center will be expanding its multimedia section on its new website. This will include podcasts, webinars, video interviews and lectures for our audience to view and participate.

With webinars, our participants will be able to watch presentations while also participating by making comments or asking questions regardless of their location in this world. Center will establish its own "media station" to facilitate the delivery of communications through interviews and podcasts. We will expand our outreach efforts and with the new website will have a new design and up-to-date information on our pathway programs.





RISING STAR AWARD

For outstanding accomplishments and extraordinary
contributions to the Center

RISING STAR AWARD!

The Center of Excellence – Homeland Security Emergency Management has always been focused on student success and helping people to positively change the trajectory of their lives and who have demonstrated excellence in their professional endeavors working for the advancement of people in education and public service. Each year, it is an honor to recognize outstanding award winners with our Rising Star Award for their accomplishments and contributions to the Center.

“Rising Star Award” recognizes emerging leaders whose record reflects ongoing and exceptional growth in contribution to their profession and increased levels of leadership and responsibility. Rising Stars are on their way to reaching senior-level positions and their record of accomplishments reflects a strong potential for appointments at the highest levels of their profession.

Nominations for the Rising Star Award are submitted with the candidate’s permission. It is the responsibility of the nominator to summarize the nominee’s achievements and growth and document why this individual should be recognized.

Guidelines and Eligibility

- Candidates must be early to mid-stage careers
- Candidates must have demonstrated exceptional and ongoing achievements and have made demonstrable contributions to their organizations.
- Candidates will have played a role in creating positive outcomes in projects, publications, activities, or initiatives that in total demonstrate exceptional early and ongoing achievement.
- Evidence that contributions of the candidates are having sustained and positive impact on his or her institution and/or profession as a whole.

Recognition

- Award recipients are recognized at the Center of Excellence’s annual board meeting.
- Highlights of their accomplishment are published a Center’s publication and placed on the website to document and display his or her achievements.

Application Link:

<http://survey.constantcontact.com/survey/a07eh7c757m-kcnqe4o7/start>