



***Spring Professional
Development***

January 9, 2020

From Conversation to Action



Presenter :
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Will Smith- Just Decide



<https://www.youtube.com/watch?v=xwEMcuDeTMI>



5 frogs are sitting on a log.
4 of the frogs decide to jump off. How
many frogs are left?



Did you answer 1?
The correct answer is still 5.
This is because there is a difference
between deciding and doing.

Agenda



- Welcome and Overview
- Review Session Outcomes
- Step 1: Identifying the Purpose
- Step 2: Involving Key Stakeholders
- Step 3: Creating a Safe Space
- Step 4: Documenting
- Step 5: Getting Agreement
- Step 6: Following-Up
- Review Vallejo Needs and Next Steps
- Recap and Next Steps

Session Outcomes



Attendees will learn key steps to turn complex issues into action

Attendees will evaluate their own conversations and what steps are necessary to get results.

Attendees will identify the next steps needed to achieve results from conversations about Vallejo.

Broken Squares

The goal is to have each team member assemble a complete square. Each team player will be given some puzzle



pieces to assemble all 6 equal-sized squares.

01

Please do not talk

04

Please do not take a piece from someone else unless it is first offered to you..

02

Please do not point or ask for a specific piece.

05

Please offer only one piece at a time to another team member..

03

Please work only on the pieces in front of you.

06

A piece changes hands only if offered to and accepted by the receiver.

Step 1: Identifying the Purpose

...



Determine what problem you are trying to solve.

01



Evaluate what the data tells you.

02



Be specific

03



Refrain from implementing an intervention too early

04

Step 2: Involving Key Stakeholders



**Soliciting Key
Stakeholders**



**Collaborative Problem
Solving**



**Discovery Driven
Learning**



**Integrated Decision
Making**

Stephen M. R. Covey



The Speed of Trust

When trust goes down, so does speed,
everything takes longer, and the cost goes
up, when trust goes up so does speed and the
cost goes down

<https://www.youtube.com/watch?v=lvIEfNyZ8B0>

Step 3: Creating a Safe Space



You

Others

Integrity
Are you
congruent?

Intent
What is your
agenda?

Capabilities
Are you
relevant?

Results
What's your
track record?

Welcoming
set-up.

Clarifying
participant
involvement.

Listen to all
ideas.

Involve
everyone



Linda Hill:
**Our job as leaders is to create the
space where everybody's slice of
genius can be unleashed and
harnessed and turned into works
of collective genius.**

https://www.ted.com/talks/linda_hill_how_to_manage_for_collective_creativity

Step 4: Take Notes

Sample subtitle text put here, Sample subtitle text put here

Joshua S. Wyner

.....
**What Excellent
Community
Colleges Do**

[https://www.youtube.com/watch?
v=E4wWkID9bzA](https://www.youtube.com/watch?v=E4wWkID9bzA)



Determine types of notes



Establish Next Steps



Solicit Commitment

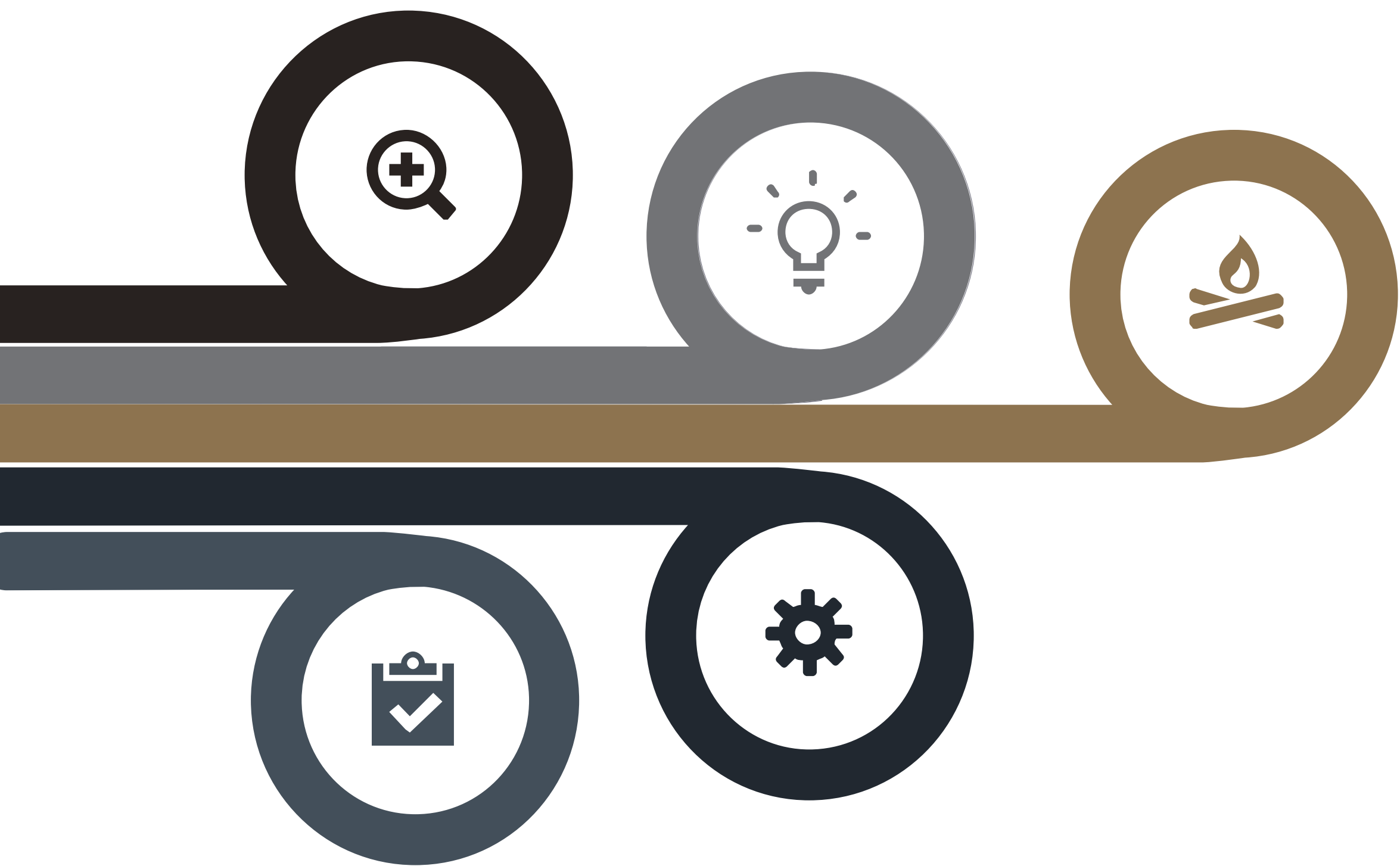
Step 5: Include Stakeholders



- ❖ **Superintendent/President**
- ❖ **Vice Presidents**
- ❖ **Senate President**
- ❖ **Student Leadership**
- ❖ **CSEA President**

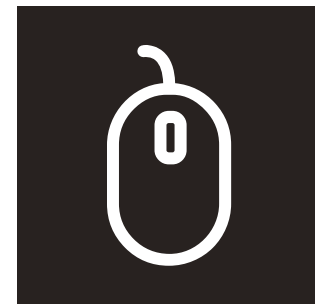
☐ **Involvement doesn't always mean participation.**

Step 6: Follow-up



- Establish Timeline
- Document action items
- Set up means for communication
- Warm nudges
- Solicit commitment for action and a way out

From Conversation to Action



Take a few minutes to briefly list the subject of few “good” conversations you feel you had last semester.



Highlight the conversations that did not seem to get much traction last semester.



Draw a circle around the conversations you think were crucial to accomplish this year.



Of those conversations highlighted, put a “1” beside those you felt were under your control and a “2” beside those you felt were under someone else’s control.



Put a star by the conversations you think have had some actions taken last semester..



Of those with a “1” jot down which of the Six Steps you feel needs to be taken to get results.



Vallejo Center
Vacaville Center

CMF Solano

Travis Air Force Base

CSP Solano



Always

Consider

Center

Needs

From Conversation to Action

Vallejo





Thank You

for your time