



# Executive Summary

## 2018 Peak Leadership Summit: The Management Retreat

### Background

The Peak Leadership Summit is a retreat for Mt. San Antonio College managers, supported by the President's Cabinet, coordinated by the Management Professional Development Committee with guidance and input from the Management Steering Committee.

The purpose of the retreat is to

- Build leadership skills
- Develop shared goals for professional development
- Create networking and team building opportunities

On January 4 and 5, 2018, the retreat was held at the Hotel Maya in Long Beach, hosting 85 managers at the beachfront hotel. While 102 had made plans to attend, an unusually severe flu season caused a number of absences. In 2017, the Dana Point retreat hosted 78 managers and the 2015 event at Lake Arrowhead hosted 44 managers.

### Leadership Training

The Peak Leadership Summit training was provided by topic expert Eric Kaufmann (executive coach with Sagatica Consulting and author of *The Four Virtues of a Leader*), who led a four-hour session on Coaching for Results during the first day. On the second day, he spent two hours examining Leadership Courage, which addresses emotional intelligence. Both sessions included hands-on practice and breakout discussions in small groups. Managers requested both training topics, as well as training on workplace wellness, during goal development at the 2017 retreat.

### Shared Goals

The retreat closed on January 5 with a facilitated discussion to determine shared goals for the development of a culture of wellness, which would inform future professional development activities for managers. Managers honed in on four main goals:

1. Clarifying the work life balance expectation at the institutional level
2. Creating a culture shift of the “Mt. SAC Way” back to its positive roots
3. Address issue of managers who feel overworked and overwhelmed
4. Explore more efficient communications and processes

*See separate attachment on Notes from the Facilitated Discussion for details.*

## Networking

Networking was supported throughout the retreat by organizing mixed tables so participants could get to know people from across campus. Meals were shared at the hotel, providing another opportunity to get to know managers. In addition, the retreat included a Dinner Detective activity allowing managers to unwind, have fun, and solve a mystery together.

## Assessment Results

Management Professional Development Committee conducted a post-retreat survey to assess the Peak Leadership Summit. The results were overwhelmingly positive. Managers felt the retreat was relevant, timely and helpful. They enjoyed getting to know more people across campus. They believed the training was useful and were interested in additional practice in coaching. In future retreats, participants wanted more down time, more opportunities to get to know new people, and more time spent focusing on solutions. *See the separate attachment on the Post-Retreat Survey for details.*

## Next Steps

The shared goals developed by retreat participants were all valuable objectives that MPDC believes would ultimately lead to a stronger, healthier, more proactive, and more creative workforce.

In terms of MPDC’s charge to help guide professional development opportunities for managers, the *immediate* next steps for training related to these shared goals are:

- Continuing Coaching for Results practice (Goal 3)
- Training to improve team building, delegation and empowerment, such as Strengths Finder (Goal 3)
- Outcomes Based Meetings to ensure efficiency and effectiveness (Goal 4)

For the other identified goals, MPDC will share the retreat results with President’s Cabinet, Management Steering, and the management team for their consideration. Most of the goals go beyond professional development training and require campus-wide participation.