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New Programming
Unconscious Bias
Manager/Supervisor Retreat
Classified PD Program
NEFYE Annual Review



Quarterly Newsletter (Vol. 3)

District Services, Professional Development

current topics >>>

- Eugene Whitlock
- Retreat Outcome
- Classified Professionals Update
- NEFYE Health Check

Please explore the GCCCD District Services website and take advantage of all the resources available to you. We look forward to supporting your growth at GCCCD.

For more information go to

<https://www.gcccd.edu/professional-dev/default.html>

Late spring through summer has been particularly busy for our department! We have launched new programming, reinforced old and built new collaborative relationships, customized and facilitated new training and workshop sessions, and celebrated one full year of the New Employee First-Year Experience (NEFYE)! As we enter the fall semester, we'd like to do so by sharing a few of our accomplishments.

GCCCD hosted Eugene Whitlock, Vice Chancellor of Human Resources at San Mateo County Community College District (SMCCCD). He facilitated an informative Unconscious Bias training that was reflective and straight forward. While GCCCD offers HIRE Training to those who sit on search committees, the information that Mr. Whitlock offered helped fill gaps and reinforced our individual and collective self-awareness. The training sessions were offered at both Cuyamaca and Grossmont campuses with full attendance at each. As a result of his visit, we have made some adjustments to our HIRE Training to accommodate some of what we'd learned. The reception of Mr. Whitlock was well-received across the district.

In May, our department hosted a retreat for Managers and Supervisors with an outstanding turnout. We kicked off the day by sharing information about the Manager/Supervisor PD program which was launched late July. The day was laid out World Café style allowing participants to interact and share best practices around managing challenges while also celebrating successes specific to the Manager/Supervisor role. There were several instances throughout the day where folks shared their gratitude for being able to engage in meaningful dialogue with their peers and being able to utilize the expertise in the room. We encourage all Managers and Supervisors to enroll in the Manager/Supervisor program or to become an Onboarding Ally. A special thank you to those who've been supportive in contributing your ideas to the development of the program and sharing the program with your colleagues.

Our Classified PD Program has taken off and has been well received. We offered a robust training schedule for the summer and will furnish the fall schedule once room reservations are confirmed. We have collaborated with the Career Center at Grossmont College, as well as with RPIE and IT in District Services to expand our offerings which we're looking forward to sharing with the fall schedule reveal. There are a few participants who utilized the summer to participate in the program and as a result, have completed more than three-quarters of their training. We'd like to encourage all Classified Professionals to participate as the program is self-paced, customized by each participant, and an investment in professional growth and development.



Manager/Supervisor Retreat

final



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PD Continued >>>



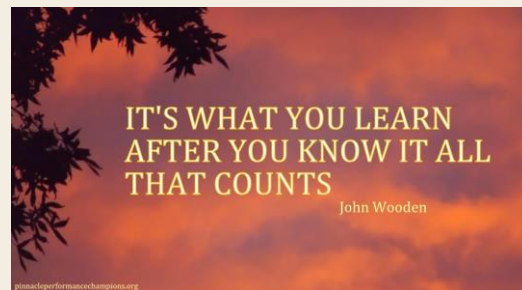
Our New Employee First-Year Experience (NEFYE) is celebrating one year of service to new GCCCD family members. Through the program, we have served one hundred new employees. In our review of the year, we reached out to program participants, contributors (Chancellor and her Cabinet, Senate and Union Reps), as well as managers and supervisors to collect feedback on their experience. Participants reported feeling more connected as a result of our monthly roundtable sessions. One of our largest roundtable sessions attended last year was on the topic of Creative Problem Solving which drew a crowd of thirty-five participants who were engaged in team-orientated problem solving where they identified ways in which to manage challenges that come up for new employees. Overall, the session reinforced the value of the roundtable sessions, bringing district employees together to dive deeper into GCCCD Values, share unique experiences, and to become resources to one another.

We're Here to Support!!!

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We also discovered in our annual review, that we can grow in the areas of being clearer about the requirement for new employees to participate in eight of the ten roundtable session offerings. Additionally, scheduling roundtable sessions between the hours of 9-5 will optimize participation. Our new 2019-2020 schedule has been furnished and made available to the GCCCD Community, and we look forward to continuing to build relationships and prepare our new employees for success through this program.

Thank you for your continued support of our department!
Have a great semester!