

Supervisory Leadership Development Academy Agenda Fall 2025

The San Diego Community College District is pleased to announce our Fall 2025 leadership academy offering: **Supervisory Leadership Development Academy (SLDA)**.

Training provided for new and current Supervisors, Professionals, and non-supervisory Classified working in a lead capacity and who have a professional goal to perform or promote to a leadership role. The curriculum consists of a combination of supervisory-level leadership development, personnel management, team coordination skills training, and diversity, equity, and inclusion training.

A total of eight half-day modules and 2.5 hour Lunch & Learn will be scheduled during the semester and are facilitated by leadership development professionals. The Academy includes a total of 36 hours of training.

**Breakfast with refreshments will be provided during regular modules and lunch will be provided during the Lunch & Learn.*

September 2025

Module 1 & Orientation – Friday, September 12, 2025

8:30 AM – 1:00 PM, CE North City Campus, Rm. 102 & 103

Check-In & Welcome Orientation, 8:30 AM – 9:00 AM

- Welcome comments by Chancellor and Vice Chancellor of People, Culture, and Technology Services

The Role of the Supervisor, 9:00 AM – 1:00 PM – Linda Shoob

- Challenges of Supervision
- Skills/Competencies Required to Meet Challenges
- StrengthsFinder 2.0
- Case Studies and Debrief

Module 2 – Friday, September 19, 2025, 9:00 AM – 1:00 PM

City College, Room MS-140

Transformative Leadership in Challenging Times: Core Competencies of Equity-Advancing Leadership – Lasana Hotep

- Embracing the Paradigm Shift (From Right to Fail to Student Success)
- Difference between Equity and Equality in Education
- Racial Literacy in Leadership
- Leading to Transgress (Strategically Disrupting the Status Quo)

October 2023

Module 3– Friday, October 3, 2025, 9:00 AM – 1:00 PM

Mesa College, TBD

How to Better Connect With Your Team – Ale Uzarraga

- Emotional Intelligence and Community (Emotional Intelligence Assessment)
- Basics of Communication and Adaptive Leadership
- Communication Techniques in a Hybrid Environment
- How to Treat Your Employees Like Customers – Easy-to-Implement Strategies for Building a Motivated Workforce

Module 4 – Friday, October 17, 2025, 9:00 AM – 1:00 PM

CE – Cesar Chavez Campus, Room 101 & 103

Staying the Course: Institutionalizing Equity in Our College – Lasana Hotep

- Challenging the concepts of "buy-in" from various stakeholders at our institutions
- Examining the current efforts to derail culturally affirming education
- Analyzing performative, representative, and transformative approaches toward equity within our colleges
- Enhancing our toolkits to enact transformative change for student success

Lunch & Learn - October 29, 2025 – 11:30 AM – 2:00 PM

Location: City College, BT-312

Improving Collaboration & Communication Skills through DiSC – Carmina Vazquez

- DiSC assessment with workshop to help identify and understand individual workstyles
- Discover how personality impacts collaboration, stress management, and decision making
- Learn how to better communicate and work with others who have different styles

Module 5 – Friday, October 31, 2025, 9:00 AM – 1:00 PM

ECC, TBD

Candid Conversations & Managing Performance Conversation – Azadeh Davari, PhD

- Candid Conversations: Giving Negative Feedback in a Positive Relationship
- How to be more effective in Conversations About Serious Performance Issues
- How to Manage Your Own Emotions During These Conversations
- Modeling and Practice; Setting Goals
- Listening to Understand
- Giving Effective Constructive Feedback and Employee Performance Evaluation

November 2023

Module 6 – Friday, November 7, 2025, 9:00 AM – 1:00 PM

Miramar College, Room M-108

How To Develop A Positive Work Environment – Salina J. Villegas

- 16 Personalities Assessment
- Embracing Diversity – The Benefits of Differences
- Organizational Culture and Change

Module 7 – Friday, November 14, 2025, 9:00 AM – 1:00 PM

Mesa College, TBD

Building High Performing Teams – Linda Shoob

- Stages of Team Development
- Model of High Performing Teams
- Five Team Tools
- Application Exercise for Team Tools

December 2023

Lunch & Learn – December 1, 2025 – 12:00 PM – 2:00 PM

Location: TBD

Culturally-Responsive Leadership & Organizational Management – Chancellor Greg Smith

- Role of self-awareness, cultural humility, and bias recognition in effective leadership
- Strategies for building inclusive, equitable organizational cultures

Module 8 – Wednesday, December 10, 2025

9:00 AM – 2:00 PM | CE – North City Campus Rm. 101 & 102

Keeping Your Supervisory Career On Track , 9:00 AM – 1:00 PM – Azadeh Davari, PhD

- Define Your Business Challenge(s)
- Self-Assessment and Career Derailers
- Key Supervisor Competencies for Success
- Develop and Manage Your Career Goals
- Establish Your Professional Development Plan

Graduation/Celebration!, 1:00 PM – 2:00 PM – Chancellor & VCHR

- Managers of participants are invited to celebrate participants' achievements
- Award of Supervisory Leadership Development Academy Certificates

Refreshments will be served

=====

Total 38 Hours