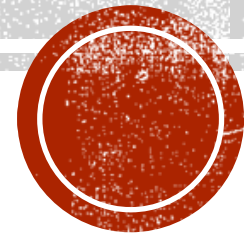


**LEAD FROM WHERE YOU  
ARE OR GET TO WHERE  
YOU CAN LEAD**

Courtnee L. Mack, M.S.

Outreach Specialist | STEM Success Coach  
4CS Area C Representative



# **“AGENDA”**

## **CRAZY LOSE AGENDA**

- Who am I
- Leading in supervisory role and becoming a supervisor
- Staying Motivated
- Avoiding Pitfalls
- Summary



# WHO AM I

- 8 Years in Higher Education, 6 Years with the Los Rios Community College District
- Promoted 3 times in 4.5 years
- Nominated to be the 2020 State Classified Employee of the Year
- Two Term Classified Senate President
- 4CS Area C Representative
- Winner of 2019 College Leadership Award
- Adjunct Faculty Member in Interdisciplinary Studies
- 2019 Equity Champion Award winner
- 2018 Graduate of Classified Leadership Academy
- In spare time: Comedian, Basketball Referee and All-Around Rock Star



# MY WORK MOTTO'S

“Think students, THEN DECIDE!!!”

“Be Bold and Courageous”

“Am I allowing myself to shine?”

“Bring joy to the room”



# HOW CAN YOU BE A LEADER IN A NON-SUPERVISORY ROLE?

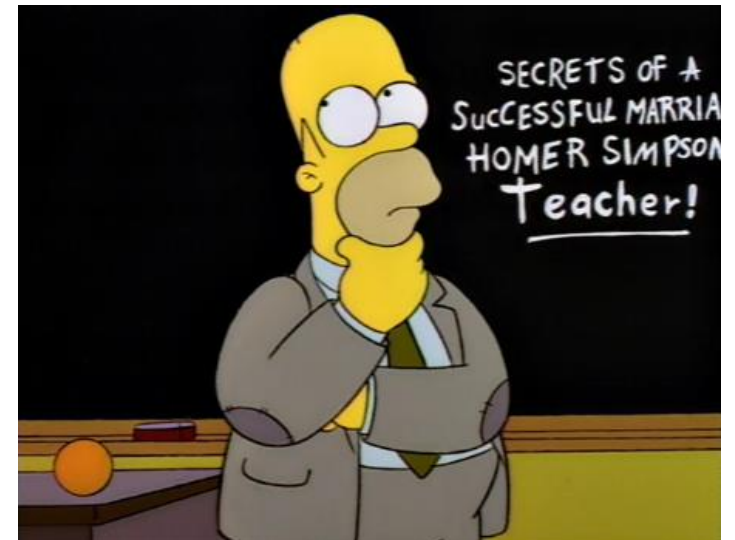
- Take on more responsibility/own a project
- Bring up new ideas
- Read Higher Education Periodicals and Scholarly Journals
- Find the positivity in your work and tasks (your attitude matters)
- Take on a leadership position in your senate and/or union
- Join a standing committee and get involved in participatory governance
- Assist with hiring committees or search committees
- Collaborate with other departments
- Learn your bosses job
- Mentor Student/Student Leaders
- Do more than just your job description

**ALWAYS ADVOCATE FOR STUDENTS!**



# BECOMING A SUPERVISOR

- Take classes at your community college
- Finish your degree at your local university or take classes at a university online
- Reach out to your human resource department and inquire about education benefits your community college or district offers
- Look for scholarships
- Read Educational Scholarly Journals and use that knowledge to be informed on trends
- Sign-up for free training online
- Sign-up for Leadership Trainings your college may offer
- Shadow someone doing the job you want
- Volunteer at another college
- Volunteer to do work for professional organizations such as 4CS
- Be a tutor for students or grad assistant /TA in a course
- Volunteer for Overtime
- Volunteer in your community for projects that may have NOTHING to do with your work at a college



# LEADING FROM A SUPERVISORY ROLE

- Empower your team (let them be autonomous)
- Get to know your people as people and not subordinates
- Encourage Professional Development
- Assign them tasks beyond their job descriptions to allow them to grow
- Get employees a mentor
- Set a good example
- Be humble and kind
- Remember where you came from!



# STAYING MOTIVATED / WHAT'S YOUR WHY?

- Why are you here?
- Why do you work in education?
- Do you love students?
- Do you love your job?
- Are you making a difference?
- Do you keep a positive attitude?



Nobody cares how much you know, until they know how much you care





# AVOID PITFALLS

- Get rid of the negative thinking
  - I'm not qualified for this job
  - They already know who they want to hire
  - Applying will take away too much time from my friends/family/hobby/etc.
  - They don't like me
  - It costs too much money
  - I don't have the time



# SUMMARY

- Lead from where you are RIGHT NOW or get to a position to lead
- Be a fierce student advocate
- Get involved on campus and encourage others to get involved (its not always what you know, its's who you know)
- Stay Motivated a positive attitude goes a long way
- GET RID OF YOUR NEGATIVE SELF TALK



**Be addicted to constant and  
never ending self  
improvement**

**-Anthony J. D'Angelo**

