



Office of the President

To: All LSC Employees
From: Kathy Nelson
Date: May 5, 2009
Re: **LSC Leaders**

Greetings, colleagues!

The first cohort of the LSC Leaders' program recently completed the first year of its leadership development. It has been a wonderful year of learning from one another, encouraging one another, and sharing with one another. It is time for us to look towards next year's cohort. I invite your application to this exciting opportunity for personal and professional development at LSC.

Through the dedicated work of each member of our learning community, LSC has established itself as a dynamic, creative, and student-centered institution of higher education. It is the people within our organization who have created such a community. The college's future growth and development depend upon continuing to strengthen leadership across all operational units, all departments, and all employee groups. LSC Leaders will provide an opportunity for you to explore your own leadership gifts; to learn and to use new leadership skills; to increase your abilities to effectively work within the college and within other organizations; and to create a new network of colleagues to whom you can turn for information, advice, and support.

LSC Leaders has been designed to provide participants with extensive interaction with respected leaders in higher education. It will provide opportunities for self-reflection, for skills analysis, and for professional development planning. Sponsored by the college's President's Cabinet and coordinated by Rody Bowers-Hughes and Sonda Strom-Larson, the program will span the academic year and include full-day commitments and several two-day commitments from September – May. I will be joining the group for portions of most if not all of its meetings to provide my personal and professional support to **Leaders'** participants.

If you have the energy and initiative to develop both personally and professionally through interactions with others, I encourage you to apply for this program. **LSC Leaders** will be feedback intensive, providing you with

an opportunity to assess your own style and to identify opportunities for personal and professional growth. It will challenge you to emerge, to grow, and to thrive in leadership roles throughout our organization. Kouzes and Posner, in a 2003 study of exemplary leadership, suggest five practices to be implemented by those who accept the leadership challenge. Apply to **LSC Leaders** and learn how to “Model the Way. Inspire a Vision. Challenge the Process. Enable Others to Act. Encourage the Heart.”

Information coordinated with this letter of invitation outlines the application criteria, the program dates and topics, and other information relevant to your consideration of application. Individuals who have had little or no formal leadership training and those who have engaged in other leadership development programs are all encouraged to apply.

Please, take a few minutes to read through the application material. Reflect for a few moments on your own personal and professional goals. If you are interested in creating or developing stronger leadership skills, please consider applying for the second cohort of **LSC Leaders**. I look forward to interacting with you throughout the year as we spend time with one another and learn from one another.

It is a myth that leadership is reserved for only a very few. Leadership is most powerful when it is nurtured and shared.

With deepest regards and good wishes,

A handwritten signature in black ink that reads "Kathy". The signature is written in a cursive, flowing style with a large initial 'K'.