

LEAD6

Six Roles of a Leader at Chico State

NOVEMBER 10, 2022



CALIFORNIA STATE UNIVERSITY, CHICO

Agenda

11:30 AM | Networking & Informal Research

11:40 AM | Today's LEAD6 Role – Ann Sherman, VP for Business & Finance

11:50 AM | Learning & Application – Megan Odom, Executive Director

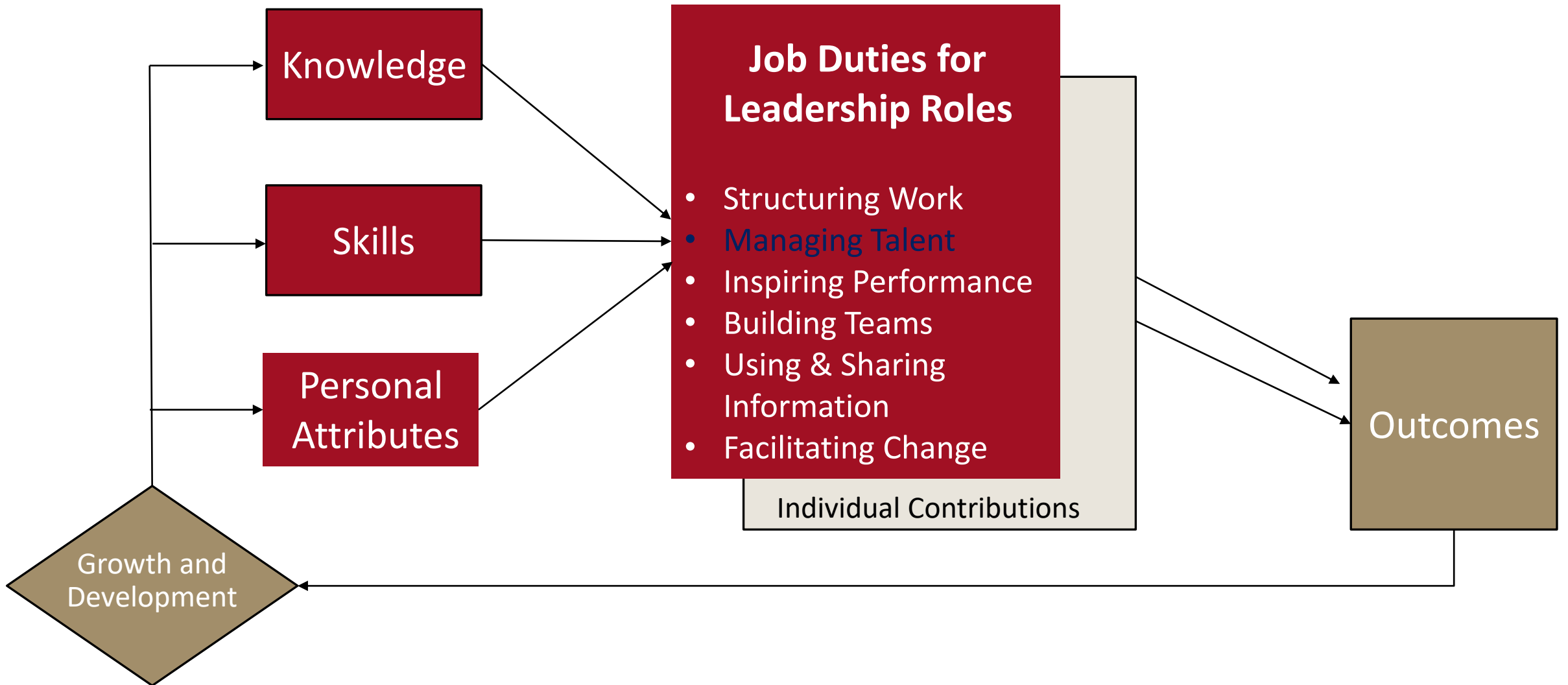
12:50 PM | Announcements

12:55 PM | Conclusion

LEAD6 Leadership Model

ANN SHERMAN, VICE PRESIDENT FOR BUSINESS AND FINANCE | CFO

Multi-level Leadership Model



Outcomes

Expected Outcomes of this program:

- Cohesive leadership framework for CSU Chico
- Effective cadre of leaders across the campus
- Connections between leaders to improve efficiency
- Increased confidence in leaders on the part of our employees
- This year's series focuses on student success

Expected Outcomes for Today

- Managing Talent: hiring great talent, developing employees, inclusion for all
- Personal meaning-making of the 6 leadership roles

Managing Talent

Includes...

Hiring great talent

Encouraging professional & personal development

Fostering diversity and inclusion

Succession planning

Share Your Discoveries: Inspiring Performance

DR. CIRILO CORTEZ, ASSOCIATE VICE PRESIDENT
STUDENT ENGAGEMENT & RETENTION PROGRAMS

Inspiring Performance through GROWth

Feed the growth of those around you by:

- Investing in Purpose
- Meaning-Making
- Identifying the “why”
- Reflection on impact of our work



Self-Reflection Q&A Homework

Consider sending these questions to the staff you supervise and answer them yourself for reflection on your shared work. Using the [Inspiring Performance Activity](#) to the following questions:

- 1.) What's the best experience you've had, in the past month, here at work?
- 2.) If you did your job inadequately, how would that affect your coworkers and our customers/students?
- 3.) Forget about your current job title. What would our customers/students call your job title if they described it by the impact you have on their lives?
- 4.) Most of us think of our job in terms of 'what am I getting?' Ask yourself instead 'what am I becoming as a result of this job?'

Managing Talent: Utilizing Student Employment as a Campus-wide Student Success Strategy

JERAD PREVOST, CAREER ADVISOR

MEGAN ODOM, EXECUTIVE DIRECTOR

CHICO STATE CAREER CENTER & STUDENT EMPLOYMENT OFFICE

Welcome to



Networking
Activity

How did you select your
major/career?

*Talk to someone new and be ready to share your
findings...*

Five Key Strategies for Employing Student Success

1. Create inclusive hiring practices
 - a. Post all positions in Handshake
 - b. Utilize a professional application/interview process
 - c. Hire a student staff reflective of our student body (*don't forget about international students!*)

2. Provide professional development opportunities

LET US KNOW WHERE YOU GO!


Report your grad school, internship, or full-time job offer and other adventures online or come into the Career Center to take your picture and get a fun goodie bag!




Let us know where you go!


Career Center & Student Employment

- About Us +
- Students & Alumni +
- Employers +
- Faculty & Staff +

Handshake Login 

Focus2 Login 

[Career Handbook \(PDF\)](#)

Contact Us 

Student Services Center, Room 270
530-898-5253
careercenter@csuchico.edu

Office Hours
8 a.m.-5 p.m.
Monday-Friday

Drop-in Hours
1-4 p.m.
Monday-Thursday

Career Center & Student Employment

MAKE AN APPOINTMENT
Drop-In Available: M-Th, 1-4pm
Connect with Us!

Handshake
HOTJOBS
Search Jobs & Internships


CAREER CENTER CHICO STATE HANDBOOK
PART-TIME JOBS | INTERNSHIPS | CAREERS
WWW.CSUCHICO.EDU/CAREERS
Career Handbook

GRADUATE SCHOOL RESOURCES
Research, Application, Interview, Fund, International
Graduate School Resources

WORKSHOPS EVENTS FAIRS
Workshops, Events & Fairs

DIVERSITY CAREER RESOURCES
Diversity Career Resources

Focus2



LET US KNOW WHERE YOU GO!

California State University - Chico

Welcome Megan!

Let's get started developing your personalized career and education plans!

Career Planning Foundations



My Career Planning Involvement

START



My Academic Strengths

START



Am I Career Ready?

START

Self Assessment

Discover majors and occupations that match your personal attributes



Work Interest Assessment

100% Complete

RESULTS

Review
Start Over



Values Assessment

100% Complete

RESULTS

Review
Start Over



Personality Assessment

100% Complete

RESULTS

Review
Start Over



Skills Assessment

100% Complete

RESULTS

Review
Start Over



Leisure Assessment

100% Complete

RESULTS

Review
Start Over

Combine Assessments

5/5 Completed



Business

Creative

Technology

Certifications

California State University, Chico

Role Guides

Project Manager
Product Manager
Human Resources Specialist
Customer Service Representative

Sales Manager
Accountant
Financial Analyst
Salesperson

Marketing Manager
Marketing Specialist
Recruiter

Business Topics

[Show All](#)

Business Analysis and Strategy

Data Analysis
Business Strategy
Data Visualization
Business Intelligence
Operations Management

[Show All](#)

Business Software and Tools

Data Analysis
Spreadsheets
Data Visualization
Personal Productivity Software
Presentations

[Show All](#)

Career Development

Career Management
Job Searching
Personal Branding

[Show All](#)

Customer Service

CRM Software
Customer Service Skills
Customer Service Management
Contact Centers
Service Metrics

[Show All](#)

Finance and Accounting

Corporate Finance
Cryptocurrency
Small Business Finance
Accounting Skills
Personal Finance

[Show All](#)

Human Resources

Diversity and Inclusion
Talent Management
HR Strategy
HR Administration
Hiring and Interviewing

[Show All](#)

Leadership and Management

Communication
Leadership Skills
Diversity and Inclusion
Business Strategy
Teams and Collaboration

[Show All](#)

Marketing

Social Media Marketing
Advertising and Promotion
Personal Branding
Small Business Marketing
Mobile Marketing

[Show All](#)

Professional Development

Well-Being and Self-Care
Communication
Personal Effectiveness
Diversity and Inclusion
Teams and Collaboration

[Show All](#)

> Campus Custom Content

> Capital Planning, Design and Construction (CPDC)


CSU's Got Talent


Skillsoft Catalog


> Skillsoft Percipio Content


20 of 31 results for ""*


Sort By: Name: A To Z ▾


- 


BUNDLE
Builds Relationships
Builds Relationships: Builds trusting, caring relationships both inside and outside the organization; demonstrates respect for other...
CSU-BUNDLE-BR
♡ ↗
- 

BUNDLE
Builds Teams
Builds Teams: Hires effective team members based on the job requirements and fit with the culture; creates a work environment w...
CSU-BUNDLE-BT
♡ ↗
- 

BUNDLE
Coaches and Develops
Coaches and Develops: Provides timely and constructive feedback; gets to know each individual and their development goals; looks...
CSU-BUNDLE-CD
♡ ↗
- 

BUNDLE
Communication Best Practices
The best communication method in situations.
CSU-BUNDLE-COMMBP
♡ ↗
- 

BUNDLE
COVID-19
Essential information about COVID-19. Learn and understand more about the virus and how to protect yourself and others by revie...
CSU-BUNDLE-COVID19
♡ ↗
- 

BUNDLE
Customer Focus
Customer Focus: Creates a culture that is focused on the customer; regularly reviews customer feedback and looks for ways to imp...
CSU-BUNDLE-CF
♡ ↗
- 

BUNDLE
Diversity, Equity, Inclusion
Courses and CSU webcasts that focus on promoting equity and diversity in the workplace, challenging our unconscious biases, and ...
CSU-BUNDLE-DEI
♡ ↗

ACTIVITY

1. Get in groups and discuss what types of professional development you are currently offering for your student employees.

Five Key Strategies for Employing Student Success

3. Help student employees connect what they are learning in their classes to their work in your department. Ask for their opinions... they are our best focus group!
 - a. Wildcat GROWS

4. Set high expectations and provide feedback, both verbally and written, to help students get used to formal feedback
 - a. Mid-semester statuses
 - b. Formal end-of-semester evaluations

Five Key Strategies for Employing Student Success

5. Identify ways to recognize and highlight the contributions of student employees

ACTIVITY

Get into groups and brainstorm ways to recognize your student staff.

Upcoming trainings

How to Hire and Supervise Students (coming Jan. 2023)

- Handshake 101
- Student Employee Hiring Process
- Supervising Students

Homework

Ask your student employees for feedback on their experience as an employee in your department.

For the next LEAD6 meeting, be ready to share the feedback you received and key strategies you are looking to implement to further develop your student employment program.

Wrap Up

ANNOUNCEMENTS & INFORMATION TO CASCADE

Opportunities to Get Involved

1. Serve as Student Organization Advisor
2. Summer Bridge - Mentor Opportunity with 1st year students
3. Volunteer as Advisors for Rec Clubs
4. Volunteer at Career Fairs and Meet Employers
5. Utilize the CatsConnect Calendar of Events- Campus Events
6. Become a PATH Scholar Mentor- Support Foster Youth Students
7. Join an Advisory Committee
8. Serve as a Presenter - TRiO Student Support Services Course

Events to Engage with Students

TRIO Potluck: November 10, 2022,
SSC 310

**TRIO Potluck on "Stress
Management before Finals":**
December 8, 2022, SSC 310

CADAA Workshop:
November 29, 2022, 3-5pm, SSC
410

**Dream Center End of Semester
Social:**
December 2, 2022, 2pm, MLIB 162

**Dream Center Grab-and-Go Food &
Snacks:**
December 12th- 15th, Dream
Center

Men's Lacrosse vs. Diablo College
November 12th, 12pm, University
Stadium

November 12th, 3pm, University
Stadium

Announcements

- [Athletics](#) Calendar
- [Chico Performances](#)
- [On-Site EAP counselor](#) – in MLIB 335 (Ombuds Office) Mondays and Fridays, extended thru mid Dec!
- [Forest Therapy](#) – on campus 1st and 3rd Tuesdays, 12:30-1:30 pm
- Compliance Training – Most due Oct 1. Overdue reports sent to divisions weekly.
 - [Manager Dashboard for Managers and Leads](#)