

Discussion Items:	Ranked Factors/Attributes:
<p><i>Barriers to Management Effectiveness</i> (Contributing Factors)</p>	<p>Workload/Too may Priorities/projects(33) Lack of Shared Vision (23) Too many meetings (17) Responsibility & Lack of Authority (9) Shared Governance Decision Making (4) = 13 Communication Overload (11) Ineffective Communication/Coordination (7) No onboarding Process (7) Self-Imposed (Real or imagined) (6) Overregulated/Indecision (3)</p>
<p><i>Desired Culture</i></p>	<p>Forward Thinking/Innovative (33) Collaborative (23) Organizational Health (21) Trust (15) Efficient - Decision Making(9) Student Centric (10) Professional Growth (6) Proactive (5) High/Timely Communication (3) Out of Box/Risk Taking (3) Self Evaluative (3) Pride (3) Focused (3) Sense of Urgency (2) Common Greater good (2)</p> <p style="text-align: right;"><i>Should this go with Forward Thinking?</i></p> <p style="text-align: right;"><i>“this goes to shared vision”</i></p>
<p><i>Values</i></p>	<p>Students 1st (24) Accountability (16)</p>

	<p>Ethics (5) Integrity (11) = 16</p> <p>Quality/Standards of Excellence (14)</p> <p>Innovation (10) Visionary (4) = 14</p> <p>Diversity of Thought/People (13)</p> <p>Integrity (11)</p> <p>Servant Leadership (11)</p> <p>Culture of Evidence/Data driven (9)</p> <p>Trust (7)</p> <p>Collaboration (4)</p> <p>Empowered (4)</p>
<p>Our Stakeholders</p>	<p>Students/Learners (28)</p> <p>Future Students (20)</p> <p>Coastliners – Faculty, Staff & Mgmt (18)</p> <p>District & State (Board of Trustees, CCCCCO)(16)</p> <p>Taxpayers/Employers (14)</p> <p>Community (Local & Global) (13)</p> <p>Partners – Education, Business/Industry, Projects (10)</p> <p>Armed Services (6)</p> <p>Alumni (3)</p> <p>Society/Workforce (3)</p>
<p>Our Stakeholders' Needs</p>	<p>Quality (Education) (23)</p> <p>Communication (19)</p> <p>Healthy/Positive Work Environment (18)</p> <p>Flexibility/Access (12)</p> <p>Skilled Workforce (12)</p> <p>Customized/Unique Programs (11)</p> <p>Timely/Relevant Degrees (10)</p> <p>Accountability/Fiscal Responsibility (10)</p> <p>Advancement/Employment (9)</p>

Compliance/Alignment (5)
Sense of Accomplishment/Achievement (5)
Information/Resources (2)

Transparency (2)

Missing Key Performance Indicators

Student Success after Coastline (27)

Student Satisfaction (25)

Employee Progress/Satisfaction (22)

Partnerships (14)

Success/Innovation (12)

Industry Demands/Satisfaction (10)

Alumni Contributions (5)

Credit for Prior Learning (4)

Awards/Accolades (4)

Contract Ed Data (3)

