

# A Vision of Abundance: The Future of Las Positas College



*Town Meeting*  
*April 1, 2009*



# Definition of Abundance

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Beyond having substantial financial resources, abundance is an ***organizational state*** marked by ***exceptional performance and vitality*** reached only through ***intentional and transcendent leveraging of tangible, intangible, and leadership*** resources.



\* From presentation by Chris Shults at SHN Colloquium, Oct. 2008

A Parable to Illustrate

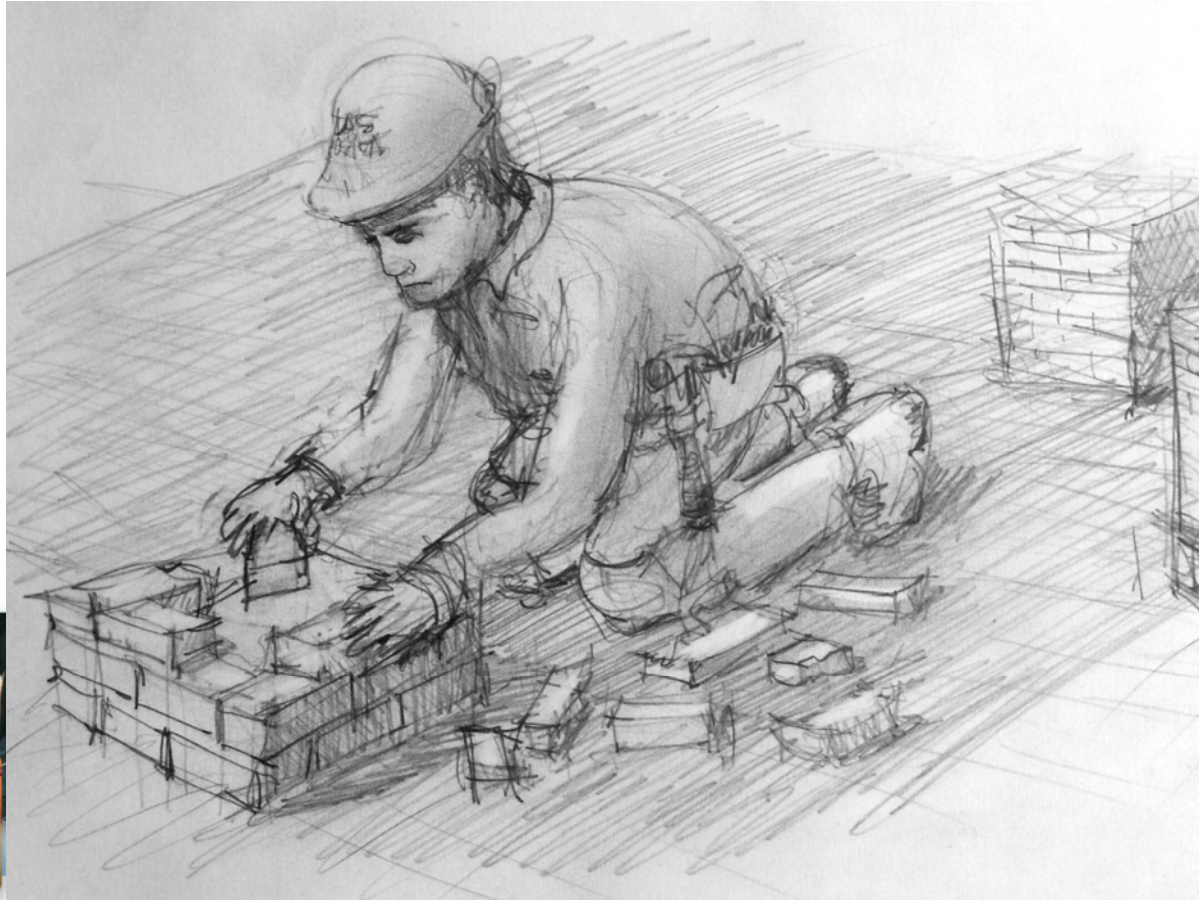
*Challenge,*  
*Choice,*  
and  
*Abundance*



# Challenge

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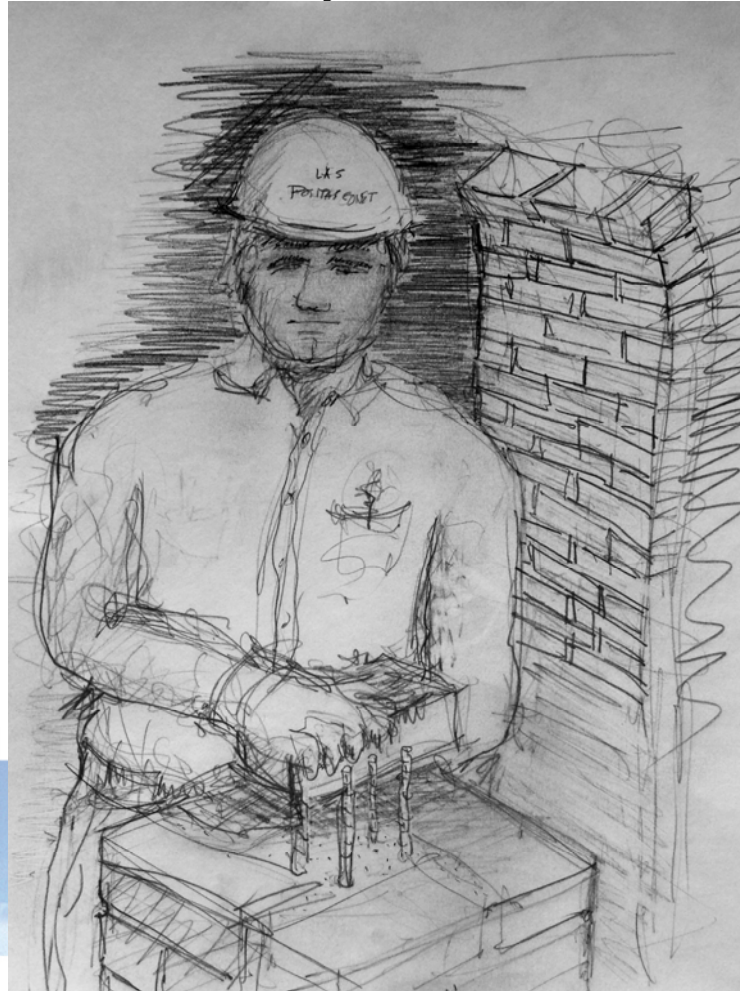
*A man came upon a construction site where three people were working. He asked the first, "What are you doing?" and the man answered, "I am laying bricks."*



# Choice

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***He asked the second, "What are you doing?"  
and the man answered, "I am building a wall."***



# Abundance

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*He walked up to the third man, who was humming a tune as he worked and asked, "What are you doing?" and the man stood up and smiled and said, "I am building a college."*



# ***Challenge – Choice – Abundance***

## ***Colleges of Challenge***

- Focus on survival
- Emphasis on tangible resources
- Risk averse
- Distrust

## ***Colleges of Choice***

- Focus on growth and efficiency
- Selective approach to risk, innovation, and change
- Emphasis on tangible and intangible resources

## ***Colleges of Abundance***

- **Exceptional resources through leveraging**
- **Focus on strengths and valuing assets**
- **Embrace risk and change**
- **Leadership throughout organization**
- **Primary focus on intangible resources**
- **Trust**



\* Adapted from presentation by Chris Shults at SHN Colloquium, Oct. 2008

# *Abundance Applied: Visioning for LPC*

- What does all of this mean for us?
- What is our vision of the future at LPC...
  - What would our College look like at its very best?
  - Do we share a clear and compelling vision of the future?





# ***Abundance Applied: Visioning for LPC***

Fall 2009 – Spring 2010

- Strategic Planning: Integrated and Cohesive
  - New Mission, Vision, & Strategic Goals
  - Educational Master Plan
  - Facilities Development Plan
  - Security Master Plan
  - Technology Plan
  - Accreditation Report
  - Institutional Processes
  - Link Planning to Resource Allocation



# Strategic Horizon Network

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## *Key features of the program include:*

- continuous assessment
- campus-based activity to improve strategic management capability in leaders across the institution using newly created tools and assistance from colleagues and experts
- visits with high performing organizations inside and outside of education to learn new capabilities
- a series of Network colloquia in which participating colleges share learning to enhance their strategic capabilities
- collaborative efforts to build a “curriculum” for the purpose of developing strategic leadership capabilities in staff throughout the institution



# *Organizational Capacity*

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An organization's capacity is its potential to perform – its ability to apply its skills, competencies, and resources to:

- a) Achieve its mission, vision, and goals; and
- b) Meet or exceed its stakeholders' expectations.

***Capacity is achieved when the talent, skills, and competencies of people throughout an organization are used to the fullest extent possible.***



\* From presentation by Dick Alfred at SHN Colloquium, Oct. 2008

# Organizational Capacity

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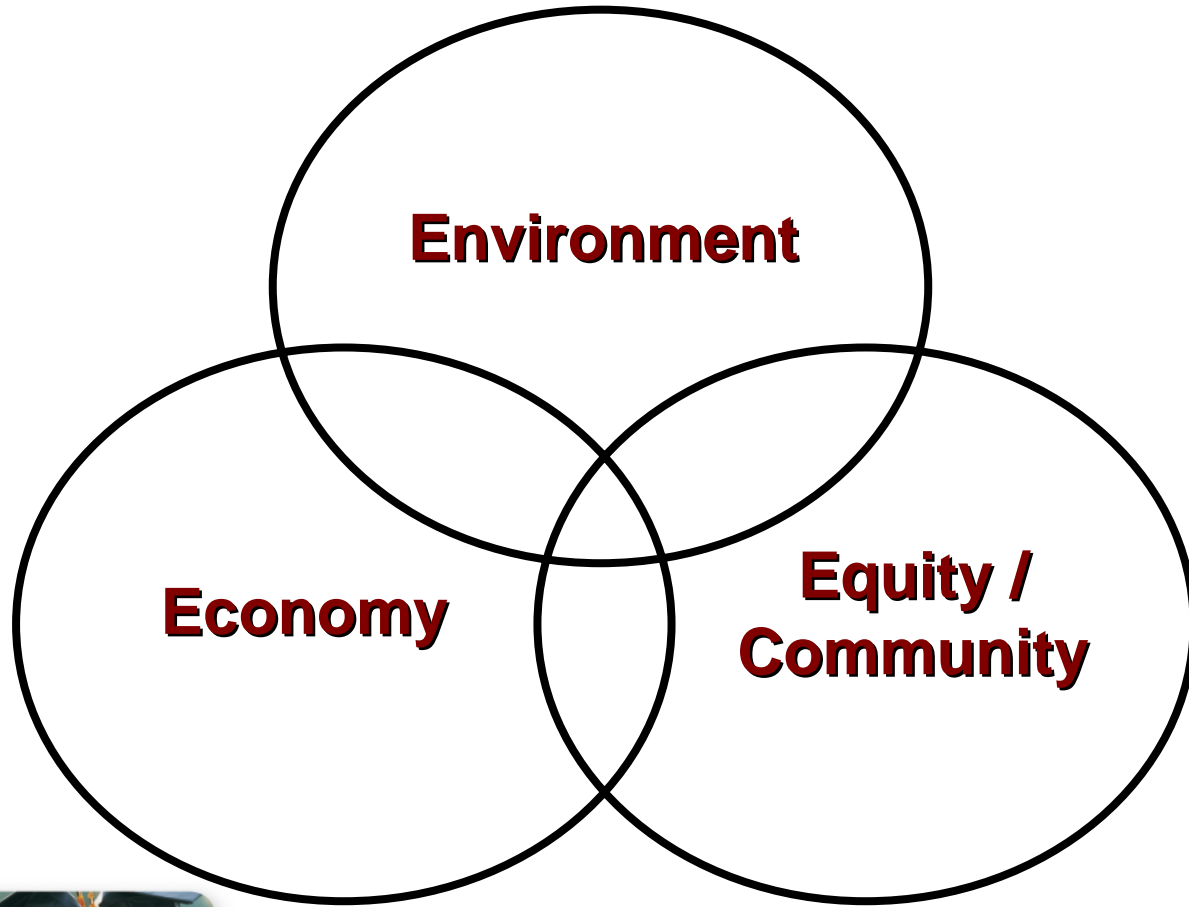
Four approaches to optimizing organizational capacity:

- *Think differently about*
  - **Performance**
  - **Resources**
  - **The Organization**
  - **Leadership**
- *Reduce complexity/elevate urgency*
- *Create a culture that embraces contradiction*
- *Create “psychological capital” by meaningfully empowering staff*



\* From presentation by Dick Alfred at SHN Colloquium, Oct. 2008

# Sustainability: Tangible Resources



# Sustainability: Tangible Resources

## Practices/Operations

Facilities

Recycling

Drinking  
Fountains

Building Design

Solar Electric

## Education

Certificates

Degrees

Transfer  
Programs

Infusing into  
Existing  
Courses

## Outreach

Community  
Engagement

Partnerships

Campus Events

## Internal Systems

Sustainable  
Processes

Evaluation of  
Efforts

Faculty & Staff  
Engagement

Leadership  
Development



\* Adapted from presentation by Bonny Bentzin at SHN Colloquium, Feb. 2009

# *Colloquium Sessions*

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- Spring 2009 – Diversity & Inclusiveness
- Fall 2009 – Sustainability: Intangible Resources
- Fall 2009 – Alternative Coursewear
- Spring 2010 – Institutional Effectiveness & Leadership Development



# Next Steps

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- Open Invitation to College Community
- Meetings:
  - First Wednesday, after Town Meeting
  - Third Monday, 8:30 – 9:30 a.m.
- Convocation
- Visioning for LPC – Fall 2009
- Strategic Plan

