

# MANAGEMENT *Onboarding*

Mt. San Antonio College

Management Onboarding is a program of professional development facilitated by MPDC (Management Professional Development Committee) through its Management Onboarding Team. It is based on a management team commitment to building a shared value system and supporting each other in our professional growth and wellness.

The professional development activities in the Onboarding program are designed to provide opportunities to develop understanding about and skills related to the nine core elements of the Transformative Leadership model adopted by the management team in 2017:

- Strategic Thinking
- Execution
- Coaching
- Change Management
- Team Building
- Customer Focus
- Emotional Intelligence
- Leadership Courage
- Wellness

These core elements form the basis of all management professional development activities on campus, but the Onboarding program focuses on offering those professional development opportunities that are 1) especially important for new managers in their first year at Mt. SAC, and 2) to all Mt. SAC managers who would like to further develop these core skills.

The Onboarding program also offers other information helpful for new managers, including an annual orientation for those managers that provides an introduction to:

- Mt. SAC management culture and structure
- Mt. SAC leadership, including faculty, classified, and executive leaders
- fundamental information about Mt. SAC including vision, mission, values, strategic plan, and most importantly, student work, activities, and success
- the transformational leadership model
- cross-unit mentors who have volunteered to be resources to help new managers navigate process, policies, Mt. SAC management culture

It is our vision that the Onboarding program will provide professional development activities that will continue to develop and sustain a healthy management culture where productivity is maximized and all managers are empowered to thrive.