

Workplace Leadership Certificate Program - Support Staff Professional Development, Career Focus

## Continuing Education

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In January of 2008, Senior Leadership Team approved the launch of the “Workplace Leadership Certificate Program” for full-time Support Staff. This professional development opportunity was in response to the Support Staff Group’s desire for more formal professional development, as well as the ongoing initiative Employer of Choice – Exceptional Professional Staff.

These cohort-based workshops align closely with Support Staff competencies, and offer Mohawk College Support Staff an opportunity to reflect on, and implement strategies for personal and career development. It is also a chance to build cross college teams and discover the variety of other roles within the College. Unique within the Ontario College system, this program is offered during work hours and its ongoing success is a tribute to the vision and commitment of Senior Leadership Team, the support of our Administrators, and the dedication of our Support Staff.

### **Program Outcomes**

The overall program outcomes are:

- Increased self-confidence and emphasis on self management, lifelong learning, employability skills
- Identification of personal strengths
- Awareness of diversity of the College Support Staff community and campuses and the variety of work functions and skills
- Cross college team building and networking
- Increased engagement in college community, fostering motivation and productivity
- Increased awareness and understanding of college wide activities such as performance feedback, learning plan and professional development, portfolio development, recruitment and interviewing processes.

### **Six Word Memoirs – Reflection and Feedback from Cohort 1:**

I came, I learned, I changed

Opportunity for growth; personally and professionally

Confidence-building, inspiring and evaluating

Self improvement and new learning opportunities

Loved most, loathed some, learned much

Feed the happy dog for success

Thoughtful, deep, tiring, rewarding, renewing

Kindness - support - expand horizons - incredible growth

Exceeded my expectations – learned about myself

Valuable insight to assist in growth

Work interrupted by learning; friendship; development

My suitcase is now totally unpacked

Discovering my true self, starting now

Self-awareness, confidence-building, inspiring, sharing, enlightening, learning

Opened my eyes – awareness of self

Shining a light on Mohawk's essence

Designed with purpose – driven by passion

Insightful, stressful, reflective, work-in-progress

Helped find out more about myself

Looking back; moving forward; blossoming; satisfaction

Remember and experience; room to grow

I listened, I learned, I've grown

Gaining perspective for all life's challenges

Through leadership skills development, I grew

Growth has overpowered intimidation and inadequacy

Right brain exercises are really scary