



HOLISTIC APPROACHES FOR ADULT LEARNERS

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BENEFITS OF COMMUNITY-BASED RESEARCH INITIATIVES

Pros

Enhances community engagement

Fosters ownership and trust

Increases research applicability

Aligns with local needs

Promotes interdisciplinary collaboration

Builds community capacity.

Cons

Resource-intensive process

Potential for conflicting interests

Time-consuming engagement

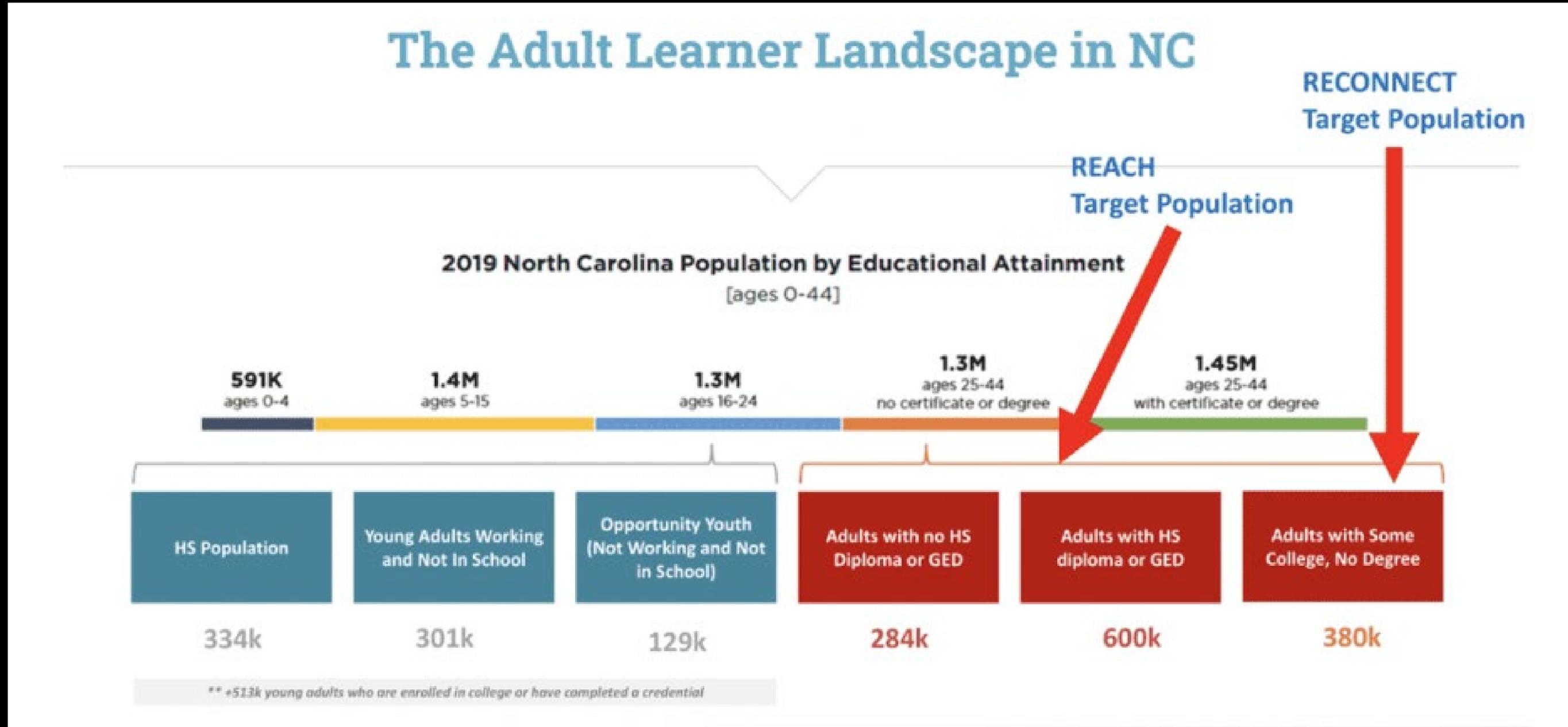
Requires ongoing commitment

May face skepticism from stakeholders

Risk of misinterpretation of data.

North Carolina's Adult Learner Landscape

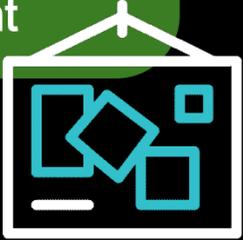
- There are 1.3 million adults ages 25 -44 in North Carolina who do not have a certificate or degree.
- Of those, 380,000 individuals have some college but no degree.





Achieving organizational cultural competence

Practices, planning and assessment



Provide strategic human and fiscal support



Community education



Intra -agency capacity building through policies and programs

Equip staff to engage communities

Intentional partnership building

Improve the quality and availability of information to the community

Convene and facilitate meetings and offer technical assistance



Community stakeholders involved in planning, committees and boards

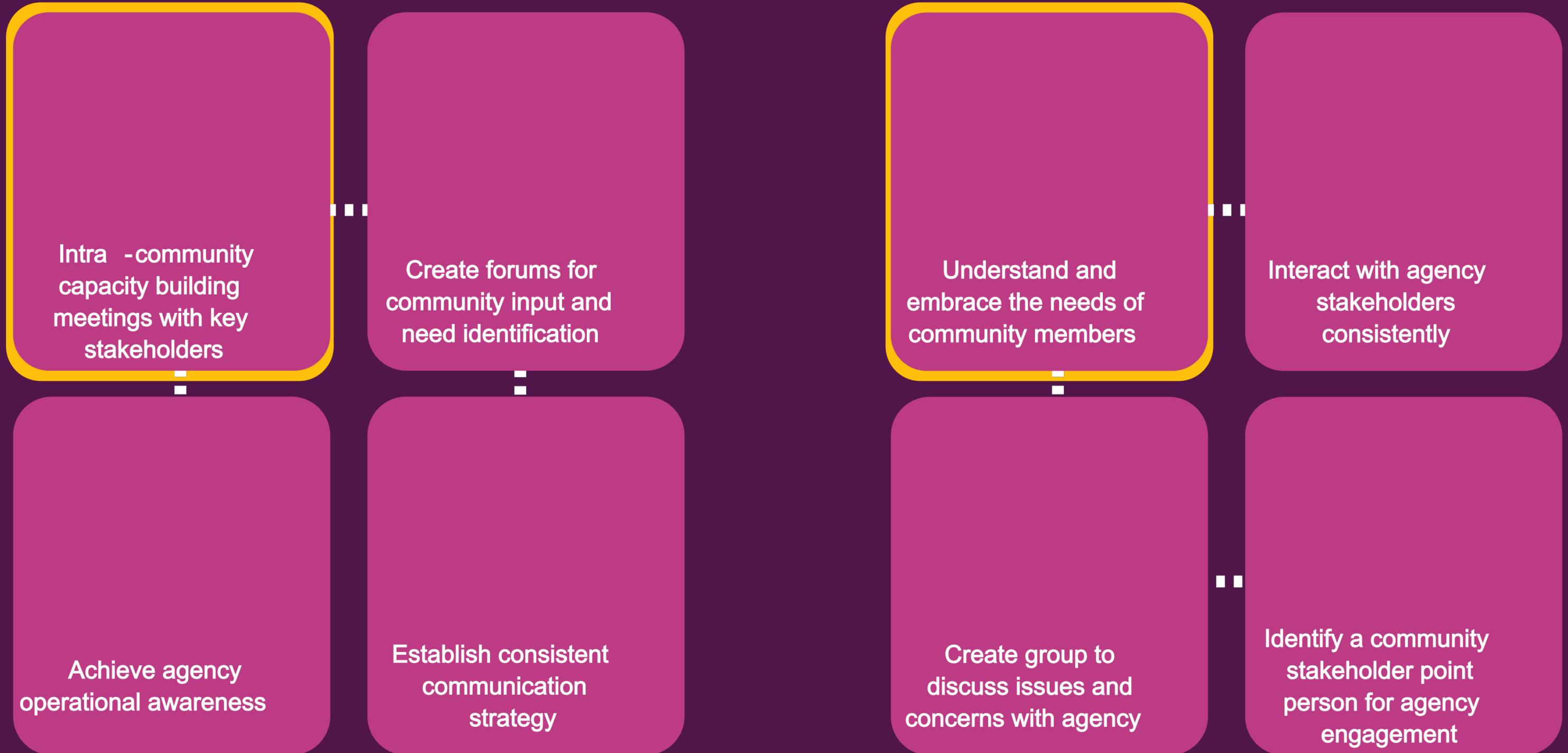
Community Engagement A Multifaceted Approach for Organizations

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Community Engagement

A Multifaceted Approach for Communities

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Climate

Context

Communication

- Holistic and experiential approach
- Emphasizes facilitating learning rather than merely distributing content
- Creates pathways and opportunities for critical thinking and reflection
- Utilizes group dynamics with team group breakouts -focused small
- Highlights connections to personal, family, and community contexts



01

FOSTERING COLLABORATION THROUGH AWARENESS

Provide staff with opportunities to learn about each other's personal, interpersonal, and cultural contributions to foster a collaborative workspace.

02

TEAM -BUILDING FOR ALIGNMENT WITH SEBC PLAN

Implement team - building activities to enhance working relationships, structure, function, and processes, ensuring alignment with sub -team outcomes and the SEBC Plan.

03

BUILDING TEAM COHESION

Creating intentional spaces within personal interactions. Team engagements to identify and address uncomfortable or conflictual discussions that undermine trust and hinder team cohesion.

Staff Engagement Observations



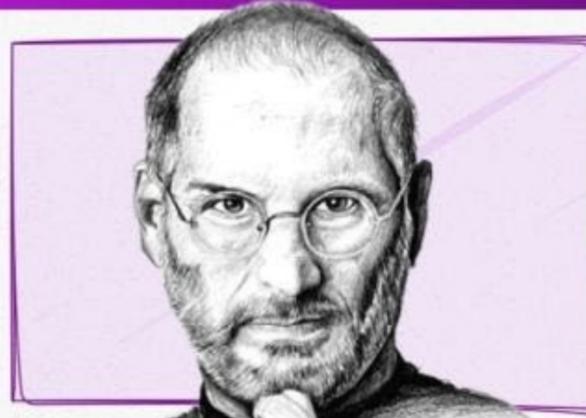




- Promote direct communication channels, leverage collaboration tools, and provide regular updates to stakeholders to enhance transparency and information flow.
- Implement structured team building sessions to foster trust and collaboration, using smaller units for meaningful interactions, and ensure facilitators manage emotions and create safe spaces for open dialogue.
- Use data from sources like OSSAT/RS to inform decision making, align actions with evidence, and conduct interim assessments; establish executive and OSEB sub-teams to improve dynamics and relationships, emphasizing SEBC's impact.

Steve Jobs' 6 Rules of Presentations

These are the **SECRETS** behind Steve Jobs' world-changing presentations.



1. Simple Is Sexy

Use simple, accessible, and third-grade language in your presentations. Avoid using jargon or complex terms so it's easier for your audience to follow and remember your points.

Expert tip: Look out for acronyms, long sentences and clichés.



3. Use Vocal Variety

Vary your tone, pitch, and volume when you want to emphasize different points. For instance, during the 2007 iPhone release, Jobs repeated the phrase "an iPod, a phone, and an internet communicator" with increasing excitement.



Expert tip: Record your voice and experiment where you can add emphasis or change your pitch.

2. Facts Tell, Stories Sell

People are naturally drawn to narratives because it allows them to imagine the scenarios you're describing and reflect on the way we understand the world around us.

Expert tip: We are hard wired to listen to and remember stories. They connect with us emotionally and are much harder to forget than facts.



4. Use Minimalist Slides

Simple slides with minimal text lead to a more natural and confident delivery. This creates a more immersive experience as you're not constantly reading off the slides but instead engaging directly with the audience.

Expert tip: Limit each slide to one key idea and use a high quality visual with a large readable font.



5. Rehearse, Rehearse, Rehearse

This isn't just memorizing lines but getting comfortable with the flow of your presentation. This way you can iron out any awkward transitions so your key points come across clearly and confidently.



Expert tip: Aim to practice in the actual venue or a similar setting to get a feel for the space and acoustics.

6. Own Your Space

Make full use of the stage - take time to settle in, walk around, and use open gestures. This makes your presentations more dynamic and conveys a sense of ease and confidence.

Expert tip: During your rehearsal, plan key points where you will move to different parts of the stage.



10 Toxic Leadership Styles

AND HOW TO HANDLE EACH!

Micromanager

Over-controls every aspect of employees' work, stifling autonomy and creativity.



How to Handle:

Communicate regularly and provide detailed updates to preempt excessive oversight.

Credit Hog

Takes credit for others' work, undermining team morale and trust.



How to Handle:

Document contributions and share them publicly within the team or organization.

Blame Shifter

Avoids responsibility by blaming others for mistakes and failures.



How to Handle:

Maintain a clear record of your work and decisions.

Inconsistent Leader

Provides unclear directions and changes expectations frequently, causing confusion and frustration.



How to Handle?

Seek clarification and confirm priorities frequently.

The Bully Boss

Uses intimidation, humiliation, and aggression to control employees.



How to Handle?

Set firm boundaries and seek support from HR or higher management.

Plays Favorites

Shows favoritism, creating division and resentment within the team.



How to Handle?

Focus on building strong relationships and showcasing your value.

Overly Critical

Focuses excessively on faults and mistakes, rarely offering praise or constructive feedback.



How to Handle:

Ask for specific, constructive feedback and highlight your successes.

A Disconnected Leader

Lacks engagement and understanding of team dynamics and individual contributions.



How to Handle:

Proactively communicate team dynamics and individual contributions.

Ego-Centric Leader

Prioritizes their own success and image over the team's well-being and goals.



How to Handle:

Align your work with the leader's goals and seek mutual benefits.

Unethical Leader

Encourages or engages in dishonest or unethical behavior, compromising the integrity of the team and organization.



How to Handle?

Uphold personal integrity, document unethical behavior, and report through appropriate channels.

"The leader's attitude is like a thermostat for the place she works."

-John C. Maxwell



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