

## ***Leading Through Unprecedented Times***

As the coronavirus disease COVID-19 continues infecting people across the United States, leaving all of us and higher education forever changed in its wake, together we must forge ahead to envision Taft College in an uncertain future. We will stand strong, innovate boldly, and be relentlessly resilient in the face of whatever adversity may follow.





### Dr. Daniels' Message of Gratitude

"I want to thank each of you for the wonderful work you do and have done to transition the college to online instruction nearly overnight. This time of tremendous change has not been easy, nor is it expected to get easier anytime soon. We have learned and continue to learn about how to work remotely and what we are capable of doing in a crisis. To that end, I want to share some timely resources to help us work most efficiently at home, manage remote teams, learn crisis leadership best practices, employ recommended video conferencing techniques, and stay positive in this ongoing uncertainty. These resources came highly recommended to me from Idalynn who leads our Palm Leadership Series. I am here to help you in this time of transition, as best I can. I know that we will emerge on the other side of this pandemic stronger than ever and more determined to help our students find their educational pathways in what will be a completely new normal."

## Given Laptops, Taft College Students Commit to Finishing Classes

With the urgent transition to online learning, Vice President of Instruction Dr. Leslie Minor gave out 40 laptops to individual students who did not otherwise have them.

Living outside of Taft and in Bakersfield, several students drove back to campus to pickup laptops to be able to finish their classes online.

Three students who are also siblings had been sharing *one phone* to complete their coursework. Each student now has a laptop! They are all very grateful.

A student who had *no* internet experience figured out how to request a laptop by e-mail. With the help of a TC coach, this student has learned how to get online and into Canvas to submit homework.





## ***Taft College Faculty, Staff, and Coaches Move Heaven and Earth and Get It Done***

- In two days, Taft College Athletics faculty and coaches worked diligently to relocate dorm student athletes who live out of the area. Faculty have maintained daily contact with students since the closure. Student athletes are using online platforms to stay connected with each other, conduct scheduled workouts at home, as well as submit homework and regular drill assessment results.
- Working around the clock, science faculty are bound and determined to maximize realism as they conduct online labs, whether labs are live or prerecorded.
- Since in-person modeling, demonstration, and instruction are not possible at this time, TIL classes are now being conducted online in the family home. Even with mixed reviews about Zoom, TIL staff and students check in daily. Homework assignments are delivered through e-mail and video conferencing tools.
- In less than 48 hours, TIL staff got parents to pick up TIL students and take them home as the college closed.
- For the first time in 25 years, TIL offers services remotely.
- Using Zoom for ongoing communication, TIL staff work together every day to solve unforeseen challenges that present themselves in this new normal.

***“While protecting the health of students and staff, we are keeping vital TIL programs going. We rely on each other. It is nice to know that you don’t have to solve these new problems by yourself,” says Transition Specialist Susan Wells.***

## **Seven Lessons for Leading in Crisis**

by Bill George, Nick Craig, and Amy Avergun, ©2009

- 1) Face reality, starting with yourself
- 2) Don't be Atlas: Get the world off your shoulders
- 3) Get to the root cause
- 4) Get ready for the long haul
- 5) Never waste a good crisis
- 6) You're in the spotlight: Follow True North
- 7) Go on offense: Focus on winning now

## **Five Ways to Ensure Your Remote Team Stays Productive and *Highly Engaged***

by Marcus Buckingham

### **ONE**

Build your team culture virtually. The added flexibility can lead to a better engaged team.

### **TWO**

Build up your team's confidence in what they do. The best leaders take anxiety and turn it into confidence.

### **THREE**

Keep doing weekly check-ins with each member of your team. The medium you choose doesn't matter, only the frequency does.

### **FOUR**

Take your own energy seriously and seek out the people who lift you up. Identify them and reach out to connect.

### **FIVE**

Use this experience to clarify your values. This is an excellent time to learn what you value about work and family.



## **10 Best Practices for Participating in Video Conference Calls**

*by Hannah Morgan*

**ONE**

Test the video conferencing in advance.

**TWO**

Check your video and audio before the meeting starts.

**THREE**

Use a clean, appropriate background for work.

**FOUR**

Select a quiet location to keep excess noise down.

**FIVE**

Set your camera at eye level.

**SIX**

Dress as you normally would for an in-person meeting.

**SEVEN**

Mute yourself when not talking.

**EIGHT**

Have good lighting and don't sit with your back to a window.

**NINE**

Use earbuds or headset with mic for better audio.

**TEN**

Plug directly into your router for more stability.

***"Now is the time to embrace technology tools. We may not be in the same building, but we are all here to support one another. Zoom, Facetime, and Skype are great tools for you to stay connected with your colleagues," says Vice President of Human Resources Heather del Rosario.***

*"In the midst of adversity, you either win or you learn. You never lose. You learn. You have a better chance of winning next time, if it comes up again. It won't go away—you can't ignore it. **Positivity** is the result when you find the strength to deal with it," says Men's Soccer Coach Angelo Cutrona.*

## The Happiness Advantage in Crisis

by Shawn Achor

**The Happiness Advantage:** Capitalize on positivity to improve productivity and performance. Retrain your brain to be positive.

**The Fulcrum and the Lever:** Adjust your mindset (the fulcrum) in ways that give you more power (lever). You control how you think about the world.

**The Tetris Effect:** Retrain your brain to find opportunity wherever you look or wherever you are. Focus on opportunity.

**Falling Up:** Find the path out and up from the negative events of your life. How can this event make you stronger?

**The Zorro Circle:** Regain control in the midst of chaos by bringing your circle in. Focus on small, manageable goals until you get stronger.

**The 20-Second Rule:** With limited willpower, we need to make small energy adjustments to reroute the path of least resistance and instead build better habits.

**Social Investment:** Invest in your friends, peers, and family, so that when challenges and stress present themselves, you have a social support network.





## The "TC Activity Challenge" Takes Off!

Dr. Daniels aims to better our lives through her ongoing "TC Activity Challenge." Keep track of all your daily exercise activities and you could win one of several Visa gift cards! If you don't mind sharing, send some photos of your activities to Dr. Daniels. Of course, she's got some surprises planned for us along the way. Stay tuned, TC Family!

## ***New Student Emergency Relief Fund***

The Taft College Foundation has stepped up to help Taft College students during the campus closure due to the COVID-19 pandemic. The Taft College Foundation's new Student Emergency Relief Fund will be providing funding to help students with some of their unexpected expenses during this time of great need.

***"The Taft College Foundation is honored to provide emergency funds to Taft College students during this time of such uncertainty," says Foundation and Institutional Advancement Executive Director Sheri Horn-Bunk.***