Organizational Development Overview

**Organizational Development**

LSC-OrganizationalDevelopment@LoneStar.edu

**LSCFocus**
LSCFocus is a cultural transformation process designed to create a culture of accountability and achieve Lone Star College’s key organizational results.

**Culture in Action Conference**
This annual event led by Organizational Development involves the collaboration of culture leaders across Lone Star College. The event provides speakers and engaging activities focused around the LSC Cultural Beliefs.

**OD Consulting**
The Organizational (OD) Consulting Process utilizes a partner-focused approach to meet the unique needs of our internal clients. We offer consulting solutions at the organizational-level, team-level, individual-level, and in the area of assessment and evaluation.

**Colleagues without Borders**
The Colleagues without Borders program is a system-wide volunteer program. It is designed to develop shared values and interconnectedness between colleagues promoting a greater appreciation of its various functions centered around student success.

**Awards / Recognition**
Organizational Development administers the LSC Employee Awards Ceremony. The ceremony provides an opportunity for the College to come together to recognize and celebrate employees receiving awards. Awards are given in areas such as service year awards, excellence awards, writing awards, and LSCFocus awards.

**Educational Attainment**
Lone Star College offers a variety of opportunities to help employees receive post-secondary degrees.

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**Leadership Development**

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**The Academy**
The Academy is committed to growing, supporting and celebrating Lone Star College’s current and emerging leaders. The Academy prepares individuals for future service to Lone Star College, our students, and our communities through a curriculum that inspires a personal leadership transformation.

**LSC-LEAD 2.0**
The Leadership Excellence and Development Program 2.0 (LSC-LEAD 2.0). It is designed specifically to develop employees to become effective influencers and communicators within Lone Star College. LSC-LEAD 2.0 will focus on managing teams, coaching skills, other influencing behaviors that equip participants with the skill set needed to succeed in management roles.

**LSC-LEAP**
The Leadership Education Advancement Program (LSC-LEAP) is a leadership and career development program for non-exempt staff members across Lone Star College. The curriculum focuses on personal leadership development while also providing a focus on career advancement. Ultimately, the goal of LSC-LEAP is to provide non-exempt staff with engaging learning opportunities that lead to advancement.

**Rising Star Institute**
The Rising Star Institute is a leadership development program designed to serve as a succession-planning tool for Lone Star College and to position participants for future service at Lone Star College. The program focuses on characteristics of successful Lone Star College leaders and understanding the operational functions that are essential to leaders at Lone Star College.

**The Chancellor’s Next Generation Leadership Academy**
The Chancellor’s Next Generation Leadership Academy is designed to develop a new generation of higher education professionals prepared to lead by understanding learning analytics, educational ecosystems, design thinking, entrepreneurial partnerships, and organizational culture. This program is delivered as a partnership with Civitas Learning.

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**Faculty Development**

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**Deans and Chairs Institute**
The mission of the Deans and Chairs Institute is to prepare Faculty Chairs, Lead Faculty, and Deans for instructional leadership while they serve in these job roles.

**New Faculty Institute**
The New Faculty Institute provides new full-time faculty with innovative faculty development experiences and exceptional support to foster continuous improvement in the art and science of teaching and learning.

**Adjunct Certification Program**
The purpose of the Adjunct Certification Program is to recognize and reward adjunct faculty who demonstrate a commitment to Lone Star College. Professional development opportunities for adjunct faculty focus on developing and enhancing their teaching effectiveness.

**Faculty Symposium**
In collaboration with each LSC campus, Organizational Development hosts the Faculty Symposium. The Symposium provides an opportunity for all LSC part-time and full-time faculty to engage and collaborate around instructional topics.

**Adjunct Excellence Institute**
The Adjunct Excellence Institute is an extremely competitive career and leadership development program designed to further develop adjunct faculty to be highly competitive for full-time faculty positions at Lone Star College.
Career Development Coaching
The Career Development coaching experience is structured to provide coaching at every full-time level and position. Coaches are selected and paired based upon both the coach and coachee’s role at Lone Star College, career interests, and professional experience.

Creative Design
CSI provides both print and web design services for organizational development, professional development, training, and high level system-wide events.

Photography
We have an on-staff photographer to capture the moments during leadership programs, conferences and events relating to culture, organizational development, faculty development and career development. Additionally, we provide headshots for various leadership programs and events.

Audio and Video Production
CSI has a videographer trained to capture and produce interviews and promotional videos pertaining to organizational development, faculty development, career development and leadership development. We also provide audio recording for various trainings and promotional items.

Instructional Design for On-Demand Training
Request Instructional Design Services
Our instructional designer works with subject matter experts across Lone Star College to develop in-house on-demand trainings specific to Lone Star College processes and policies. This delivery method allows access to training at the time it is needed.

MyWorkshops
LSC-MyWorkshops@LoneStar.edu
MyWorkshops is the online tool for accessing organizational and leadership development opportunities within Lone Star College and maintaining a history of individual professional development.
Meet the Organizational Development Team

Alicia Friday, Ph.D.
Executive Director
Organizational Development
Alicia.R.Friday@LoneStar.edu
832.813.6738

Anne Money
Director
Creative & Strategic Initiatives
Anne@LoneStar.edu
832.813.6769

Katie Halbert, M.S.
Business Manager
Organizational Development
KHalbert@LoneStar.edu
832.813.6888

Cassy Hernandez
Coordinator III
Organizational Development
Cassy.Hernandez@LoneStar.edu
832-813-6831

Nathan Colon, M.Ed
Coordinator I
Organizational Development
Nathaniel.E.Colon@LoneStar.edu
832.813.6815

Ericka Landry, Ed.D.
Director
Faculty Development
ELandry@LoneStar.edu
832.813.6219

Tawana Burke, M.Ed.
Manager
Faculty Development
Tawana.L.Burke@LoneStar.edu
832.813.6676

Brittany Lang
Manager
Leadership Development
Career Development
Brittany@LoneStar.edu
832.813.6869

Ramon Meza, M.S.
Director
Leadership Development
Career Development
Raymond.MezaJr@LoneStar.edu
832.813.6287

Janeen Fagbemi
Videographer
Creative & Strategic Initiatives
Janeen.Fagbemi@LoneStar.edu
832.813.6593

Melissa Hinshaw, M.S.
Director
Organizational Development
Melissa.M.Hinshaw@LoneStar.edu
832.813.6535

Kathryn Bernhardt, M.A.
Instructional Designer
Creative & Strategic Initiatives
Kathryn.L.Bernhardt@LoneStar.edu
832.246.0044

Brenda Besch
Specialist III
Organizational Development
BBesch@LoneStar.edu
832.813.0046

Mary Soos
MyWorkshops Administrator
Creative & Strategic Initiatives
Mary.A.Soo@LoneStar.edu
832.813.6227

Timothy Sanders, Ph.D.
Instructional Designer & Trainer
Learning & Development
Timothy.Sandles@LoneStar.edu
832.813.6536

Katie Halbert, M.S.
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