

THE PATH TO WORLD CLASS: SERVANT LEADERSHIP IN THE APPRENTICESHIP



David Nott and Steve Rose
Net Zero Plus Los Angeles Electrical Training Institute

TRADE SHOW EDUCATION

This session is eligible for 1 Contact Hour.

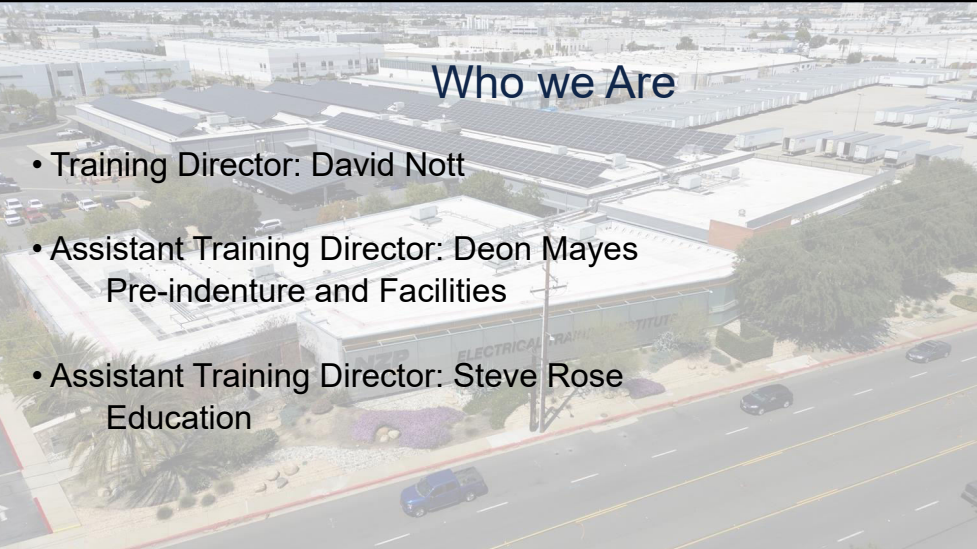
For these hours to appear on your certificate, you must:

- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session


Who we Are

- Training Director: David Nott
- Assistant Training Director: Deon Mayes
Pre-indenture and Facilities
- Assistant Training Director: Steve Rose
Education



Who We Are

- Net Zero Plus Electrical Training Institute of Southern California
- Four Classifications of Apprentices
 - Residential (12)
 - Sound and Communication (110)
 - Intelligent Transportation Systems (120)
 - Inside Wireman (1300)
- Additional Classification for Construction Wireman (360)
- Year-round Schooling

Who we Are

- Executive Assistants
- Administrative Operations Manager
- Clerical Staff (11)
- Public Relations and Events Coordinator
- Special Projects Assistant/Grants
- Senior Instructors (5)
- Full-time Instructors (11)
- Part-time Instructors (70)

Who we Are

- Pre-indenture Senior Instructor
- Lab Specialist
- Facilities Manager plus Facilities Staff (3)
- HR Director
- Controller
- IT Manager and IT Assistant

Where We Were





Where We Are

Servant Leadership & Our Guiding Principles

- Encourage Diversity of Thought
- Create a Culture of Trust
- Have an Unselfish Mindset. It's Not About You
- Foster Leadership in Others

Changing a Culture Overnight



Where We Are

Servant Leadership

- “How Can I Help”
- Leaders Prioritize Serving The Greater Good
- A Leaders’ Role Is To Be A Catalyst For Their Teams’ Success
- Coaching – Mentoring – Training
- Instructor 101



Where We Are

- Trustees Support and Collaboration
- Leadership Follow Up and Follow Through
- Instructor Meetings
- After Meetings with Instructors
- Regular Visits to Classrooms
- Student Surveys



Where We Are Going

- Developing A *World Class* Culture
 - Student & Employee Weigh-In and Buy-In
- Turning Disengaged Employees Into Engaged and Passionate Employees



Where We Are Going

- Developing Collaboration and Belonging
- Classification Alignment with Seniors and Clerical
 - Shadowing Each Other
 - Explaining “*The Why*”

Teach Less, Learn More. Back To Basics.



Where We Are Going

Essence of Servant Leadership
Everyone Is More Important
World Class Is Our North Star
Servant Leadership Is Our Way There



Complete the Online Evaluation

