

GONZAGA
UNIVERSITY

School of
Leadership Studies
PROFESSIONAL & COMMUNITY EDUCATION

Professional and Community Education (PACE)

YEAR IN REVIEW 2022-2023



**LEADERSHIP
IS FOR EVERYONE**



WHO WE ARE

The Office of Professional & Community Education (PACE) lives within the School of Leadership Studies and is grounded in the belief that **leadership is for everyone.**

Embodying the ethos of self-reflection, intellectual curiosity and service for the common good...



PACE's mission is to create equitable access for all individuals, organizations and communities to leadership discovery and action.

WHAT WE DO

PACE serves as a bridge to leadership development for the community. Faculty, practitioners and subject matter experts partner to design custom educational experiences that meet the needs and interests of local and regional organizations, community groups, and individual students. PACE focuses on increasing access to these experiences through free and reduced programming for community organizers, nonprofit organizations, and those serving historically marginalized and/or BIPOC (Black, Indigenous, People of Color) communities. **PACE is distinct in that it creates new and unique pathways for the broader community to engage with Gonzaga University and its mission**, while also increasing both the visibility and impact of the institution.





OFFERINGS & SERVICES

Organizational Consulting & Development

PACE partners with organizations to design customized leadership programs based on their unique needs, interests and challenges. Program outcomes can be delivered through a variety of mediums, including workshops, retreats, webinars, assessments and/or coaching.

Certificate Programs

In partnership with Gonzaga's Center for Lifelong Learning, PACE offers Certificates in Design Thinking for Innovation, Foundational Leadership, Healthcare Leadership, Servant Leadership and Women's Leadership.

Authentic Leadership Program

The Authentic Leadership Program is a 3-day, in-person immersive leadership experience, designed for executive and middle level leaders to deepen self-awareness, enhance communication skills and develop their leadership identity.

Community Education

PACE partners across campus and within the community to increase access to leadership education through programs like Essential Skills and The Spokane Neighborhood Leadership Academy.

Living Leadership Webinar and Podcast

Living Leadership is a free, monthly webinar and podcast series that invites a diverse group of professionals to share their knowledge, experience and strategies to improve our workplaces and communities.

Leadership Assessments

PACE utilizes assessment tools to support individuals in their leadership development, increasing their self-awareness and equipping them to be more effective in their work and life. These assessments are used in many of our programs and are also available for individual use.



lead•er•ship

the capacity to translate
vision into reality

TOPICS WE ADDRESS

- Adaptive Leadership
- Building Strong Teams
- Conflict Resolution
- Design Thinking
- Diversity, Equity, Inclusion & Belonging (DEIB)
- Difficult Conversations
- Emotional Intelligence
- Giving and Receiving Feedback
- Interpersonal Communication
- Leading Organizational Change
- Mentorship and Sponsorship
- Mindfulness
- Servant Leadership
- Public Speaking
- Storytelling & Leadership
- Transformational Leadership
- Womens Leadership

lead·er·ship

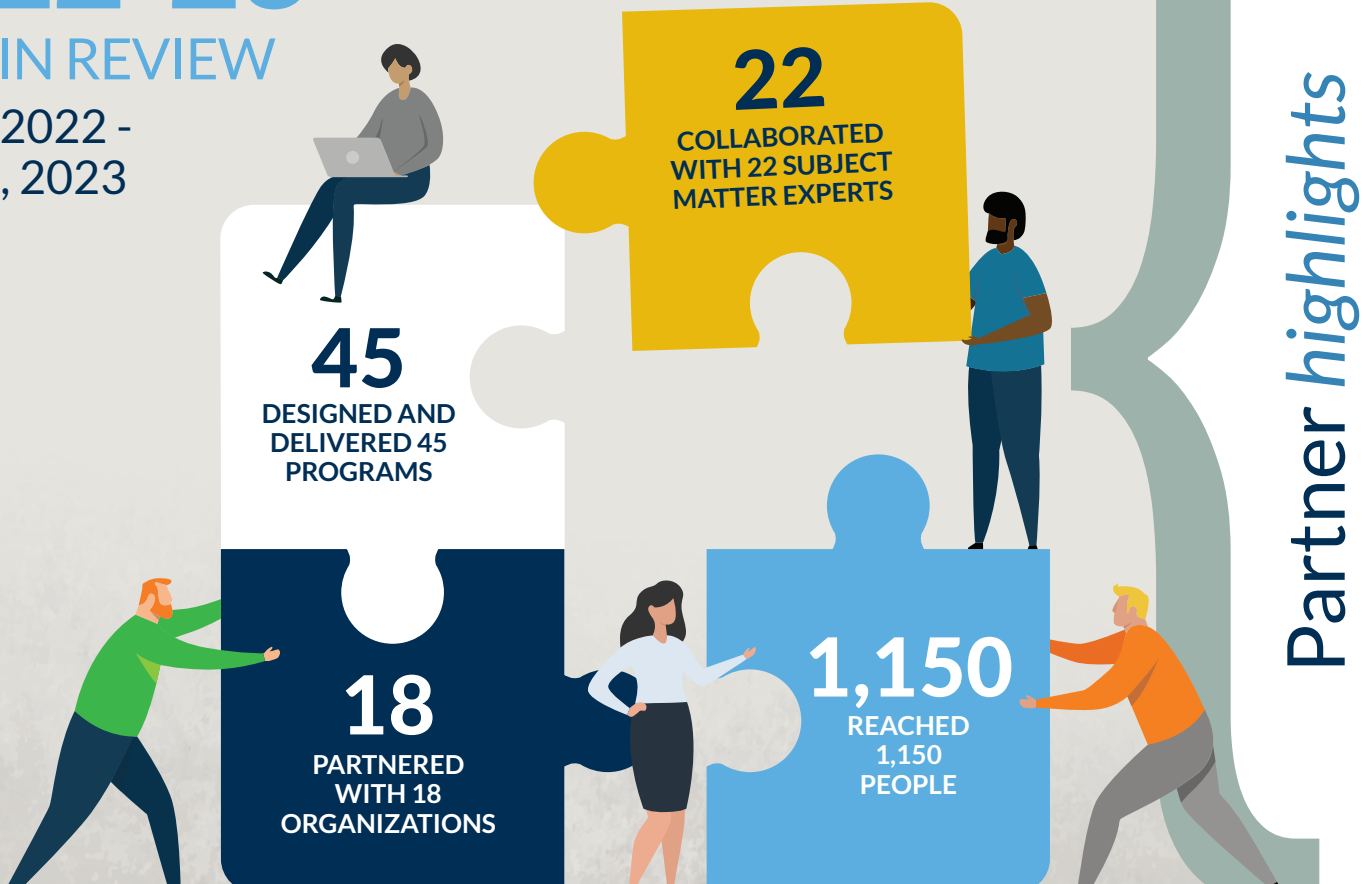
seeks first to serve
and is committed to
the growth of others



2022-23

YEAR IN REVIEW

June 1, 2022 -
May 31, 2023



Partner highlights

Aging and Long-Term Care of Eastern Washington (ALTCEW)

PACE-DESIGNED PROGRAMMING

Supervisor Coaching Program:

Designed for ALTCEW supervisors to receive one-on-one leadership coaching focused on their unique development areas.

Strengths-Based Leadership Workshop:

A 2-part workshop series designed to help ALTCEW staff identify their individualized leadership strengths and leverage them to work more effectively, joyfully and collaboratively.

Supervisor & Director Retreats:

A 2-part retreat to engage in community-building, creative thinking and strategic planning.

IMPACT

95

PEOPLE REACHED

40

HOURS OF CONTENT DELIVERED



PACE has provided valuable training and support to our current supervisors and emerging leaders through leadership development and coaching services. The level of professionalism and knowledge of facilitators and coaches involved with PACE have **moved our leaders further down the path of success in ways we could not have accomplished on our own.**

- Peggy Chapel, *Human Resources Manager, Aging & Long-Term Care of Eastern Washington*

Puget Sound Energy (PSE)

PACE-DESIGNED PROGRAMMING

Growing Equity Initiative:

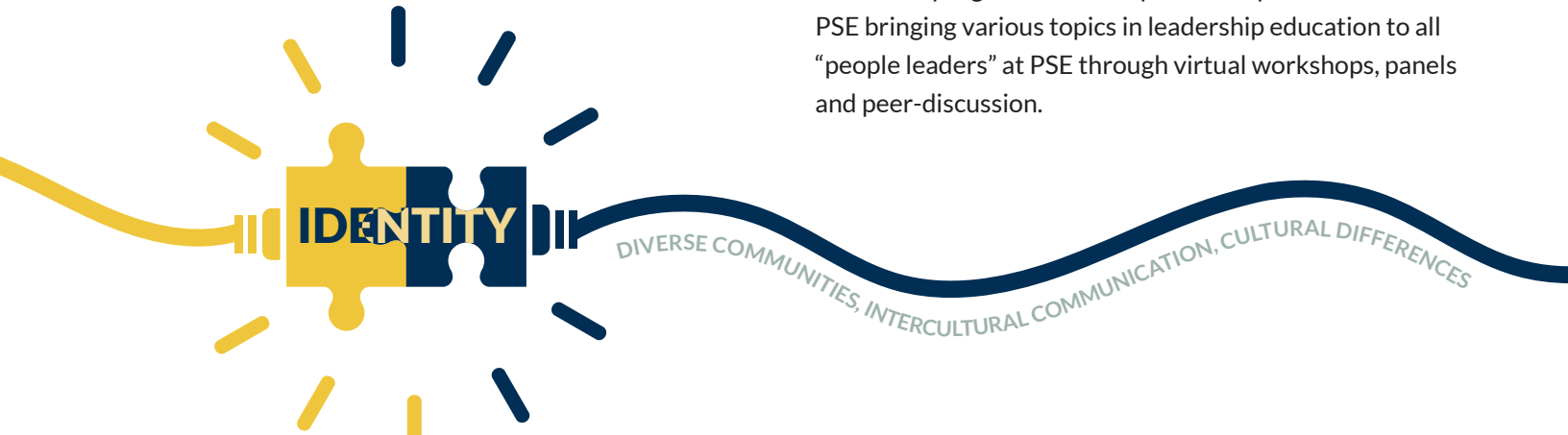
A cohort-style program whose primary purpose is to increase PSE employees' understanding of the complex elements of identity, and how identity shapes our experiences of one another, our organizations, our communities and our world.

Cultural Competence:

A custom, 3-part workshop series designed to equip PSE employees with the knowledge and skills to communicate effectively with and for the diverse communities they serve, with competencies around intercultural communication, navigating cultural differences and advocacy.

Leadership Alliance:

An annual program hosted in partnership with PACE and PSE bringing various topics in leadership education to all "people leaders" at PSE through virtual workshops, panels and peer-discussion.



“ Working with Gonzaga to support our Leadership Development programs has not only been a pleasure, but we have been able to offer a wider range of ideas and resources than we could have done on our own. The Gonzaga team helps to identify goals and works to provide support to reach them.

- Ranodda DeChambeau, *Organizational Development Consultant, Puget Sound Energy*

“ PSE has a small leadership development team. The partnership with Gonzaga ... has allowed us to expand the breadth and quality of our offerings and even the way we deliver them. They have provided thought leaders, production support, coaching and wise counsel that improved the quality and variety of our support to leaders. It has been a great relationship for us.

- Gay Niven, *Organizational Development Consultant, Puget Sound Energy*

IMPACT

360 PEOPLE REACHED

65 HOURS OF CONTENT DELIVERED

OTHER PARTNER ORGANIZATIONS

PACE is honored to have partnered with a variety of organizations this year, including:

THE AGRICULTURAL & FORESTRY EDUCATION FOUNDATION

Emotional Intelligence for Enhancing Relationships
| Workshop

AVISTA FOUNDATION

Effective Nonprofit Board Leadership | Workshop

CANOPY CREDIT UNION

Infusing Diversity Equity and Inclusion | Quarterly Webinar Series

CITY OF SPOKANE

Community Assembly | *Community-Building & SWOT Analysis*
| Retreat

Public Works Department | *Community-Building, Strengths-Based Leadership, & More* | Semi-Annual Retreats

COFFMAN ENGINEERS

Leading Through the Lens of Diversity, Equity and Inclusion
| Ongoing Organizational Consulting

COWLES COMPANY

Conversation Creators | Diversity, Equity, and Inclusion
Quarterly Webinar Series

GRANT COUNTY PUBLIC UTILITIES DISTRICT

Building Skills for Effective & Impactful Public Speaking
| Coaching Program & Semi-Annual Workshops

MUJERES IN ACTION

*Enhancing Emotional Intelligence & Interpersonal
Communication on Teams* | Workshop Series

SKYHAWKS SPORTS ACADEMY

Supporting Trans and Non-Binary Youth | Workshop

SPOKANE TREATMENT AND RECOVERY SERVICES

Leadership with Emotional Intelligence & Resilience
| Workshop Series

100% of our clients believed our
Consulting Services demonstrated a clear
understanding of their organization's needs.



Program *highlights*

SPOKANE NEIGHBORHOOD LEADERSHIP ACADEMY

January 2023 marked the launch of the second annual Spokane Neighborhood Leadership Academy, which is **offered in partnership with the City of Spokane** and is meant to equip new and emerging neighborhood leaders with the knowledge and skills necessary to positively impact their communities. As a result of collaborative outreach efforts, the program garnered 30 applications, nearly tripling the number of applications the previous year. Sixteen applications were accepted, with **the cohort representing 15 of Spokane's 29 neighborhoods and a diversity of race, ethnicity, socio-economic status, gender identity, ability and age.**



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Program *highlights*

COMMUNITY STORYTELLING WORKSHOPS

Christine Hassing, an alumna of Gonzaga's M.A. in Organizational Leadership program, partnered with PACE to offer Community Storytelling Workshops at the YWCA, the Gonzaga Family Haven, which houses 73 previously unhoused families, and Lumen High School, a charter school formed to help teen parents succeed academically. **The workshops focused on reformation, healing and hope, and emphasized the power of narratives in creating the future we desire.**

UW SCHOOL OF MEDICINE LEADERSHIP PATHWAY

The Leadership Pathway was launched in 2019 as a partnership between the School of Leadership Studies and University of Washington's School of Medicine. It is designed specifically for first- and second-year medical students and focuses on three areas of leadership development – **Leading Self, Leading Others and Leading the Community**. Dr. Jen Towers, Associate Dean of the School of Nursing and Human Physiology, graduated 13 medical students from the pathway in December of 2022, and welcomed a new cohort of 14 students in January of 2023.

“ Students will have opportunities to be leaders in their careers, but they will also be followers, and both positions are equally important to patient outcomes and successful working relationships.”

- Jen Towers, *Associate Dean of the School of Nursing & Human Physiology*

OPEN ENROLLMENT PROGRAMS

In partnership with Gonzaga's **Center for Lifelong Learning**, PACE offered five certificates and the Authentic Leadership Program with the following enrollments during 2022-23:



18
CERTIFICATE IN
HEALTH CARE
LEADERSHIP

22
CERTIFICATE
IN SERVANT
LEADERSHIP

19
AUTHENTIC
LEADERSHIP
PROGRAM





GONZAGA
UNIVERSITY

48

CERTIFICATE IN
FOUNDATIONAL
LEADERSHIP

30

CERTIFICATE IN
WOMEN'S
LEADERSHIP

22

CERTIFICATE
IN DESIGN
THINKING



WHERE WE ARE GOING

Partner with us!

Visit gonzaga.edu/pace to learn more about our offerings and connect with us.

The Future

Looking to the future, PACE is excited to:

- Launch a Social Sector Leadership Program for local nonprofit leaders
- Integrate research and teaching opportunities for graduate students into our programs
- Increase community impact with programs in Northeast Spokane



School of Leadership Studies
502 E Boone Ave
MSC 2616
Spokane, WA 99258

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