

**College of Micronesia – FSM
Committee (Working Group) Minutes Reporting Form**

Committee or Working Group:	Senior Leadership Team (SLT)
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Date: 22nd & 23rd of July 2025	Time: 11:00 -5:00pm	Location: FSMDB Conf. Rm.
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Members Present:	Members Absent:
President/ A/g VPIEQA VPIS - The Comptroller VPEMSS VPIA	

Additional Attendees:	ES II, EO, & IT Consultant
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Agenda/Major Topics of Discussion:
1. Welcome by President Theresa 2. Prayer by VPIA Delihna

Discussion of Agenda/Information Sharing: 3. SLT second retreat (Leadership styles and Workplace Conflict & Solutions) 4. Miscellaneous a. Presentation by Malintha on the College's Strategic Plan 2025-2030 monitoring process and a Power BI software (to replace Nuventive). 5. Adjournment

Opening

- Vice President Delihna opened the meeting with a prayer.
- The President welcomed attendees to the second SLT retreat, reflecting on leadership styles and the importance of ongoing leadership reflection aligned with institutional plans.
- The President shared a handout summarizing eight leadership styles to prompt self-reflection among SLT members, encouraging agility and adaptation in leadership based on situational demands.

Leadership Style Sharing

Each senior leader described their leadership style in relation to their roles after Dr. Theresa shared her leadership styles.

- Comptroller: Bureaucratic and transactional leadership style due to policy constraints and desire for change.
- Vice President Delihna: Democratic, transactional, and servant leadership emphasizing involvement, accountability, and humility.
- Vice President Steven: Servant and Bureaucratic leadership style depending on the role and due to the wide range of departments to oversee.
- Executive Officer Lisa: Adaptive leadership balancing procedural compliance with community service focus, recognizing the need to switch styles as situations demand.
- Vice President Joey: Adaptive leadership with strong transformational and democratic tendencies, based on past training in leadership frameworks.
- IT Consultant Dhiraj: Combination of transformational (60%) and adaptive (40%), motivating skills development and responding to technology-driven change.
- Executive Secretary Senniesha: servant leadership as it relates to her role in the office and in her family.

Dr. Theresa shared that sometimes leaders need to do a little bit of a micromanaging leadership style when it is necessary or when something needs to be done on a time sensitive basis.

SLT members had discussions on leadership styles, building and leading teams and ended the 1st day retreat at 3:30

-----The second day of the SLT retreat: Resumed at 11am-----

The President welcomed everyone to the second day of the SLT retreat and she introduced Malintha who will start the second day of the retreat with a presentation.

Presentation by Malintha, Institutional Researcher

- Malintha provided an update on the College's Strategic Plan 2025-2030 monitoring process.
- He introduced a new monitoring tool developed using Power BI, Google Drive, and Google Scripts to track Key Performance Indicators (KPIs) across the plan's three pillars: access, innovation, and resilience.
- The dashboard offers real-time progress visualization, filtering by department, assessment cycle, and position for targeted tracking.
- It ensures data validity by linking descriptive evidence to completed activities, addressing weaknesses of previous systems that lacked proof of progress.
- This tool aims to improve transparency, accountability, and decision-making efficiency within the College.
- The tool is currently a prototype and requires actual College data input to be fully operational soon.
- SLT members were happy with the presentation, and they are looking forward to the completion of the Power BI software that Malintha is working on.

Discussion on Workplace Conflict Management

- A session on workplace conflict introduced definitions, statistics, and the cost of unresolved conflict to productivity.
- Leadership skills in managing and resolving conflicts were emphasized as critical.
- The Vice Presidents shared recent conflict experiences and resolution strategies in their divisions:
- VP Joey recounted an instructor-student conflict resolved through dialogue, comparison of course standards, and collaborative agreement on assessment expectations.
- IT Consultant Dhiraj described managing staff conflicts rooted in personal issues sensitively to prevent escalation through structured and subtle interventions.
- VP Steven emphasized reliance on established policies and procedures to guide conflict resolution despite divergent perspectives and personalities.
- The importance of addressing conflicts early and constructively to avoid operational disruptions was highlighted.
- An office telephone issue was raised, and a decision was made. SLT to hire dorm students to answer phones and to give them work on a special contract basis as they are requesting work at the College because they cannot find work off campus due to the rules and regulations of the residence hall curfew time.

Plans for Next SLT Retreat

- The next SLT retreat was proposed to be held in Guam following the Board of Regents meeting in Yap.

Meeting Adjournment

- The meeting was adjourned at 5:00 PM.

Comments/Upcoming Meeting Date & Time/Etc.:

Handouts/Documents Referenced:

College Website Link:

**Prepared by: ES II
& EO**

Date Distributed:

Approval of Minutes Process & Responses:

Submitted by:	Date Submitted:	
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Summary Decisions/Recommendations/Action Steps/Motions with Timeline & Responsibilities:			
1.			
Action by President:	Item numbers:	Date:	Comments/Conditions:
Approved:			
Approved with conditions:			
Disapproved:			