

IBA Newsletter

The Interest-Based Approach



The Mission: Using the interest-based communication and decision-making process to create an environment in which individuals participate fully, feel respected, and receive recognition for the contributions they make.

The Vision: An organization in which it is evident that all individuals are honored contributors to the Los Rios Community College District using open, honest, and reasoned dialogue.



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A Note about IBA from the Chancellor

This spring and throughout the year, I look forward to proudly visiting our campuses and reconnecting with many of the talented, hard-working people that make this district so exceptional. At all four campuses and the district office, our faculty and staff are dedicated, skilled and passionate about student success.

Above all else, we are an organization made up of people, so it's fitting that we once again have an opportunity to talk about our Interest-Based Approach (IBA) to district communication and decision-making. Throughout the years, the IBA principles – seeking to understand before being understood, trust-worthiness and creativity – have guided many of our processes and key decisions and enabled us to continue to be successful in serving our students.

It would be easy to take the culture of mutual respect and collegiality that we enjoy in Los Rios for granted. Many organizations operate effectively and in many organizations, people work well together. But what is rare about Los Rios is how central these principles are to the work we do for students at our colleges.

It is a time of unprecedented change in community colleges. Throughout our system and the state of California, there is a renewed focus on student outcomes and a collective effort towards redesigning the student experience at our colleges. It is exciting work that can only be realized with a continued and relentless focus on building and maintaining positive relationships.

The Los Rios Community College District and its colleges have earned and fostered a stellar reputation over the years for excellence, especially in how we work together to meet our students' evolving needs. The principles of IBA continue to play a big role in the creation and cultivation of the collaborative culture that makes Los Rios special.

If you are new to the organization or you haven't yet participated in the district's IBA program, I strongly encourage you to consider it this spring. Regardless of your position in the organization, I think you'll find it incredibly valuable and rewarding. This spring's 3-day training is scheduled for April 1-3, 2020.

Apply Now!

**Los Rios Community College District's
3-day IBA Training:**

SPRING DATES: APRIL 1-3, 2020

Location: Marriott Hotel
11211 Point East Drive,
Rancho Cordova, CA 95742

Information: Valerie Carrigan,
HR Training Specialist,
carrigv@losrios.edu

**DEADLINE TO APPLY: FEBRUARY 19,
2020, 5:00 PM**

***Can't attend this spring?
Plan for fall:
October 28-30, 2020***

-Brian King

Historical Overview of IBA

Los Rios Community College District continues to promote the interest-based approach as the preferred way to do business in the District. When the approach was adopted in 1993, it was on the heels of a small collective bargaining miracle. The entire 100+ page Los Rios College Federation of Teachers (LRCFT) and Los Rios Community College District (LRCCD) collective bargaining agreement was renegotiated along with the first “golden handshake” program in a decade and a new assignment preference system for adjunct faculty—all in three days of negotiating! This minor miracle was made possible by the two bargaining teams having the courage to try something new: an interest-based approach (IBA).

After the first successful bargaining effort, representatives from the Los Rios Management Association (LRMA), the Los Rios College Federation of Teachers (LRCFT), and the Los Rios Supervisors Association (LRSA) got together and agreed that the interest-based approach was too valuable to be limited to collective bargaining. From this desire to share the approach, the IBA Steering Committee was born. The committee developed the training curriculum that is used to train all Los Rios employees in the interest-based approach, and this curriculum is continually updated to achieve maximum impact.

IBA Interests vs. Positions

There was once only one orange left in a kitchen and two prominent chefs were fighting over it.

“I need that orange!”

“Yes, but I need that orange as well!”

Time was running out and they both needed an orange to finish their particular recipes for the President’s dinner. They decided on a compromise: they grabbed one of the large kitchen knives that was lying around, split the orange in half, and each went to his corner to finish preparing his meal.

One chef squeezed the juice from the orange and poured it into the special sauce he was making. It wasn’t quite enough, but it would have to do. The other grated the peel and stirred the scrapings into the batter for his famous cake. He, too, didn’t have as much as he would have liked, but given the situation, what else could he have done?

The better solution may seem obvious to you now: both chefs would have been better off if they had peeled the orange and had simply taken the part they needed. Instead, the chefs focused on each other’s position (the *what*) and not on each other’s interest (the *why*).

In negotiation, it is important to be able to distinguish between positions and interests – both yours and the party’s with whom you are negotiating. Your focus will affect your negotiation style and influence the outcomes.



Excerpt from <http://web.mit.edu/negotiation/www/NBivsp.html>

Top 10 Reasons Why you Need to Attend IBA

10	You think <i>compromise</i> is your best option in negotiation or conflict resolution.
9	You’re fighting with your colleague about who gets the _____ (choose one: office with the window, classroom, new computer, course assignment, last brownie...).
8	Hotel, meals, and snacks are provided at IBA, so you can focus on the training with fewer distractions.
7	Dressing in casual clothes is mandatory at IBA—jeans and tennis shoes.
6	Once you complete IBA, you can add the accomplishment to your resume.
5	You may find attending IBA to be life changing.
4	“What happens at IBA, stays at IBA.” Find out what that means!
3	IBA is valued so highly at Los Rios that managers/supervisors will approve their employees’ attendance for this 3-day training, and faculty are allowed to get subs for their classes.
2	You recognize the value of lifelong learning to improve the skills you have to offer to those around you—both professionally and personally.
1	You will meet and get to know colleagues from all different levels around the Los Rios District.

Get Trained!

All permanent Los Rios employees have an opportunity to attend IBA training at no cost to them. For participants and facilitators who choose to stay at the hotel during IBA training, the District pays the hotel costs; however, the **hotel room expense is taxable and reportable to the IRS and will be reflected on employee W-2 forms as income.**

How to Apply:

1. Discuss IBA with your manager or supervisor and get permission to attend.
2. Complete and return the IBA Application (indicate meal and hotel stay preferences, and, if applicable, required ADA accommodations).
3. 36-42 participants and 5 alternates are selected each semester and notified approximately one week after the application due date.
4. Questions? Contact the HR Training Specialist at 916.568.3106.

Can't Get Enough IBA?

You can only attend the 3-day IBA training once in your Los Rios career, so what can you do if you'd like to continue your IBA journey? Apply for **IBA facilitator training!** This training is two full days and provides you with tips and strategies for being an effective facilitator and recorder for IBA. You will get an advanced refresher of IBA and lots of hands-on practice in groups with guidance and feedback from seasoned facilitators.

Trained IBA facilitators are expected to participate in a portion of the 3-day IBA workshops in the future. If selected for facilitator training, you will need to get your supervisor's or dean's approval and arrange for appropriate coverage or substitutes for these two days:

Feb. 27-28, 2020

Go to the LRCCD Employees' Professional Development website for the [Facilitator Training Interest Form](#).

Have You Heard?

Impact of IBA on LRCCD Employees

"IBA staff and presenters were extraordinary examples of what's great at Los Rios. Participation at all levels from Chancellors, Board of Trustees, Vice-Chancellors, and the collective greatness of faculty, classified, and the staff was recognized and appreciated by all who attend."

◆
"What a wonderful experience this was! I liked being able to stay at the hotel and be immersed in the training the entire time. It was great to meet everyone on a level playing field, and not know who they were or what jobs they do for the various colleges."

◆
"I want to have an IBA reunion! I absolutely loved the workshop and the camaraderie."

◆
"Negotiating takes place every day. I like the IBA because it encourages you to view information from another perspective."

◆
"This is a great tool to help people resolve conflict effectively while maintaining an agreeable working environment."

Chancellor
Dr. Brian King



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Join The Fun!



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