3000 Earl Goodwin Parkway
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Strengthening Leadership, Collaboration, and Institutional Excellence at Wallace Community College Selma



Dr. Kyle Searcy leads a leadership development session at WCCS on October 28, 2026.

SELMA, Ala. - Wallace Community College Selma focused on the connections between strong leadership, effective teamwork, and student success during a leadership development session led by Dr. Kyle Searcy on Wednesday, October 28, 2026.

The session explored communication, collaboration, trust, accountability, and ownership. Challenging participants to look beyond individual departments and job titles to consider how their work supports the College's mission and institutional goals.

A central theme was that institutional excellence depends on people working together with shared purpose, clear expectations, and collective accountability. Participants examined practical ways to remove barriers, coordinate responsibilities, and turn daily work into meaningful results.

Building Collaboration and Clear Communication





Participants respond to the presentation and work through session materials.

Searcy addressed organizational silos, which develop when departments work independently with limited communication or awareness of one another's responsibilities. Even effective departments can create barriers when information is not shared or decisions overlook their impact on other teams.

The session encouraged leaders to promote transparency and connect departmental goals to institutional priorities. Brief cross-departmental meetings, clearly assigned responsibilities, and follow-through tracking were among the coordination strategies introduced.

Communication was presented as more than sending an email or making an announcement. Leaders must ensure that information is received, understood, and translated into action. The session introduced the 3C Communication Method:

Clear: Explain what is happening, why it matters, and what is expected.
Complete: Include necessary details, deadlines, responsibilities, and context.
Confirmed: Verify understanding and agreement on next steps.

These practices give teams a shared understanding of the work ahead and help reduce gaps between an instruction and its implementation.

Building Trust and Taking Ownership





WCCS participants take notes and review materials during the leadership development session.

Trust was another foundation of the training. Searcy highlighted the Four C's of Organizational Trust: Character, Competence, Consistency, and Communication. The discussion connected these qualities to honoring commitments, communicating honestly, addressing challenges respectfully, and acknowledging mistakes.

Participants were encouraged to approach disagreements with a focus on solutions and to understand a challenge before assigning blame. Strong professional relationships help teams exchange information and address problems together.

The session also distinguished responsibility from ownership. Responsibility involves completing an assigned task; ownership extends to accepting accountability for its results and impact. Searcy introduced the Five A's of Ownership: Accept, Anticipate, Act, Align, and Account.

Leaders were encouraged to anticipate challenges, take initiative within their authority, align decisions with institutional priorities, and remain accountable for results. The discussion emphasized making decisions at the appropriate level while recognizing when collaboration, guidance or approval is needed.

Leadership effectiveness, as reinforced during the session, extends beyond simply completing activities. It involves establishing clear, measurable outcomes, monitoring progress, evaluating results, and using findings to drive continuous improvement. This approach ensures that everyday efforts contribute meaningfully to the College’s broader strategic goals and institutional success.

Connecting Leadership to Institutional Effectiveness



WCCS President Dr. Donitha Griffin addresses participants during the session.

The session's themes support WCCS's focus on strategic planning, assessment, continuous improvement, and student success. Collaboration across instructional and administrative departments helps connect individual expertise to shared institutional priorities.

Strategic planning involves more than reports or records of completed activities. It requires examining evidence, identifying opportunities for improvement, and taking action that produces positive outcomes.

Faculty, staff, and administrators contribute through their respective roles. Understanding how those contributions fit together helps employees connect their responsibilities to the success of the College and the students it serves.

Moving forward, the leadership lessons can be applied through clearer expectations, stronger communication across departments, consistent follow-through, and shared problem-solving. The value of professional development lies in putting those practices into action.

The session underscored that leadership is demonstrated through initiative, integrity, collaboration, and accountability, as well as the ability to positively influence others.

About Dr. Kyle Searcy





Searcy shares strategies for communication, teamwork and leadership ownership at WCCS.

Searcy is an author, speaker, and leadership educator based in Montgomery. According to his official biography, he founded the KCS Leadership Institute, holds a John Maxwell Leadership Coach certification and earned a doctorate in theology from Christian Life School of Theology Global.

His work spans leadership development, ministry, and community service. He and his wife, Kemi, oversee Fresh Anointing House of Worship in Montgomery. His books include Write the Vision and Counter-Intuitive Leadership.

His website describes the institute's Wisdom 2 Lead Conference as a source of management and leadership training for people in the public, business, and nonprofit sectors. It also highlights his role in developing Youth City, a summer enrichment program focused on math, science and reading, and in helping establish Searcy Academy, which emphasizes workforce development for high school students and young adults.

WCCS extends its appreciation to Dr. Searcy for sharing practical approaches to strengthening teams and encouraging participants to lead with purpose. The session reinforced a shared commitment to collaboration, continuous improvement, and institutional success.