



Colorado Association of Latino/a Administrators and Superintendents Moves Forward with Experienced Consulting from Qobe Group

Jesus Escarcega is no stranger to things taking time. A former educator, non-profit board member, and member of several state education committees, Jesus knows that results come after the right action steps. And even then, he knows how necessary it is to be patient while everything comes together.

So when the Colorado Association of Latino/a Administrators and Superintendents (CO-ALAS) geared up for their second board member retreat, Jesus, board chair and co-founder, took a step in the right direction. He brought in Qobe Group to help the board set a realistic and focused agenda for the upcoming year.

Inclusive Communication Lead By Qobe Solidifies Passionate Members

The board and key members involved with CO-ALAS are all fiercely dedicated to seeing Latino/a educators and students achieve. It's only natural then, that they brought

their own personal experiences, backgrounds, and operational styles to the table, resulting in inconsistencies.

“We were still so young and new. We all had different visions of what this organization would look like.”

Qobe Group was called in on the recommendation of a board member who used Qobe Group to conduct student leadership training. Chris Nieto, Qobe consultant for this project, helped the entire board simplify and create a compelling vision for the upcoming year.

With Chris's guidance, the group clarified their mission statement, set sustainable goals, and charted a realistic course that inspired and enthused members.

Qobe Client

Colorado Association of Latino/a Administrators and Superintendents

<http://co-alas.org/>

Qobe Facilitated

- Focused brainstorming and validation
- Realistic view of each process and required commitments
- Group identification of high-priority strategies and action steps
- Cohesive group dynamics resulting in collaboration

Results Achieved

- Shared vision and goals
- Optimism and enthusiasm among board members
- Momentum to move forward with concrete, doable action steps
- Ability to sustain growth and focus energies in correct direction

“Working with someone who had so much non-profit experience helped us develop a shared vision as well as pinpoint crucial areas and key activities we needed to put our energies towards.”

Chris allowed everyone to voice their concerns. He summarized what was said and validated all contributions. Everyone was on board because everyone had a voice. As a result of the retreat that Chris lead, we are a more positive, colligate group.”

Jesus believes that turning to a neutral outsider - allowing Chris to approach all ideas and suggestions equally - was only one part of this successful working relationship. Chris then proceeded to help the board honestly evaluate their ideas and approaches through the entire process, to the end. This allowed the group to solidify what needed to be done and when. “He really got us all on the same timeline.”

Qobe’s Unique Relationship-Centered Approach Fills a Necessary Role

Since the board retreat, Jesus has discovered that Chris fills an important role in an overworked, mostly volunteer staff. From providing specialized templates to planning conferences and workshops to using Chris for student leadership trainings to consulting with him regarding future board retreats, Jesus has a go-to guy on his team when he needs direction, focus, motivation, and action-oriented planning.

“Chris is very easy to talk to, a good listener, and is very skilled at getting people to open-up while also keeping the group focused. He presents options but allows the organization to make the decisions. Ultimately his style and personality were perfect for our group. He really is a great guy dedicated to making an impact.”

CO-ALAS eagerly looks forward to new challenges and successes. The board will be busy reaching out to Latino/a educators outside the Denver Metro area, solidifying support systems and organization sponsors, and promoting their meaningful message to possible members. With all this on their agenda, CO-ALAS is glad to have someone in their corner.

“We’re grateful to work with Chris. We have many plans to use him again; it’s great to have constant support from an outside person.”

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