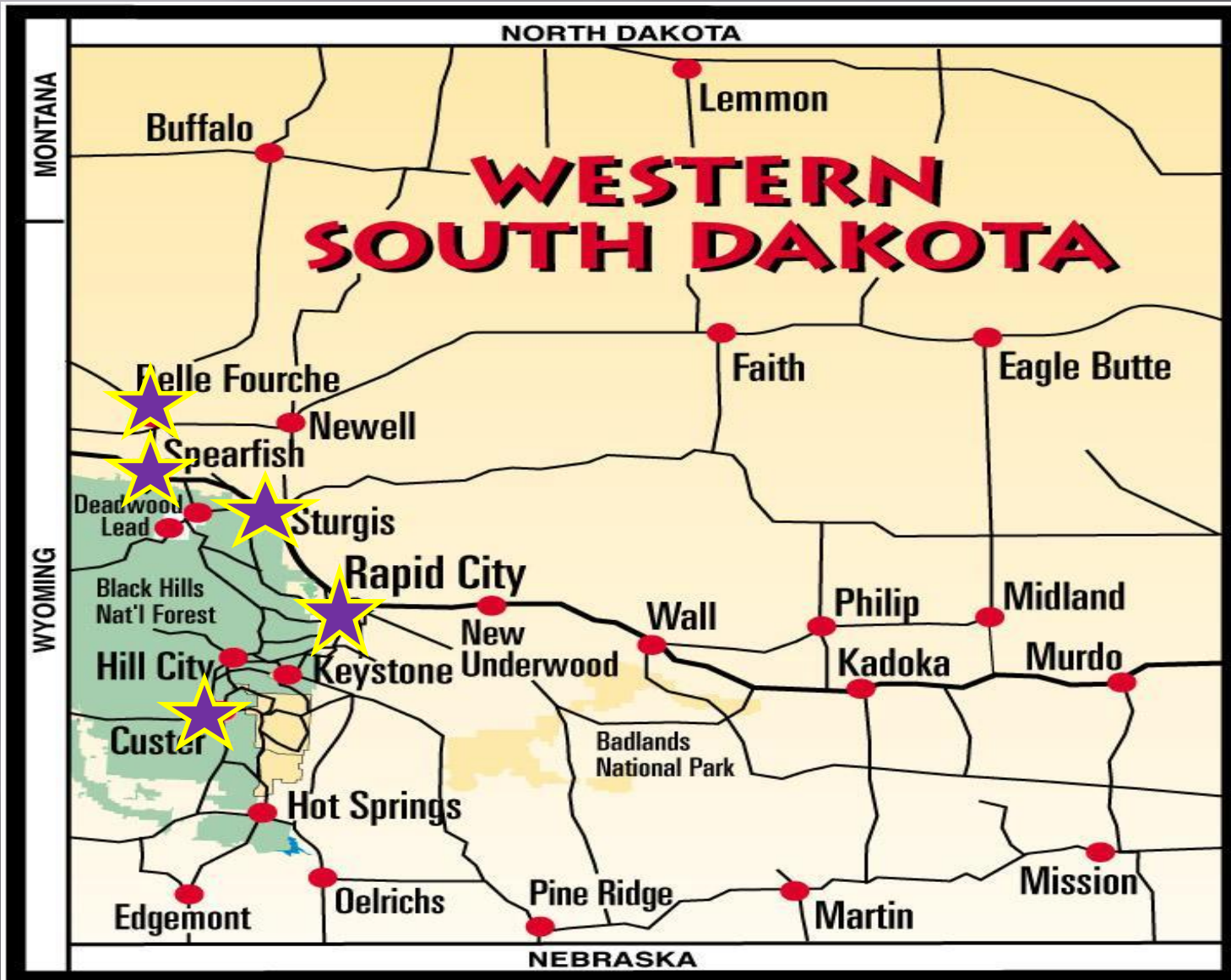




Career Learning Center  
— of the Black Hills



# Adult Education in the Black Hills



# Adult Education=Workforce Development

Ensuring that individuals possess the knowledge and skills to enter postsecondary education and the workforce AND have options for strengthening these capabilities over the course of their careers.

**ROI**

**Return on Investment** is a performance measure used to evaluate the efficiency or profitability of an investment. ROI tries to directly measure the amount of return on a particular investment, relative to the investment's cost.

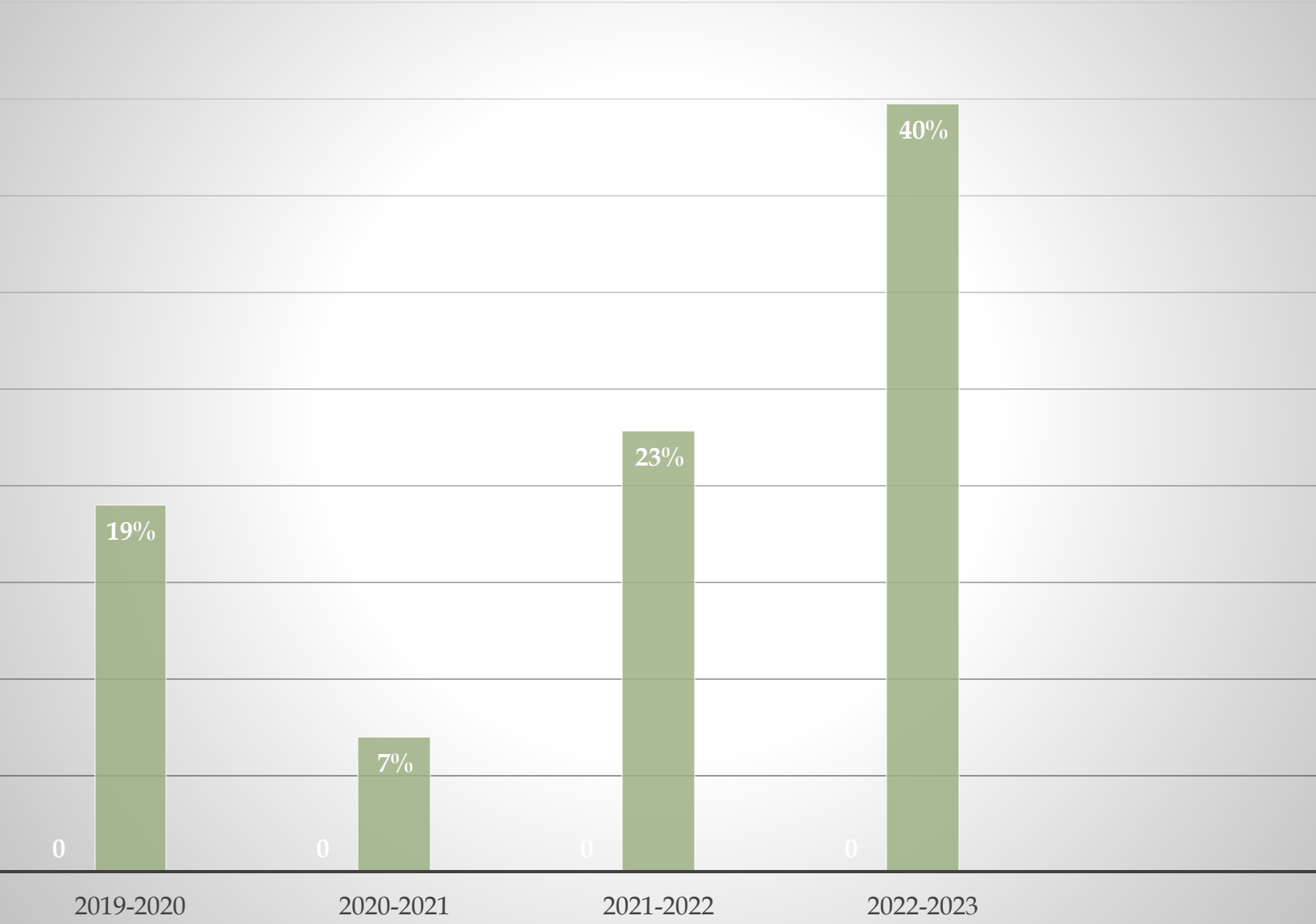
ROR

**“Return on Relationship is the value (both perceived and real) that will accrue over time through connection, trust, loyalty, recommendations and sharing.” – Ted Rubin**

An investment  
in relationship  
= a positive  
return!



# Dual Enrollment CLCBH AEL and Title I WIOA



# ROR.mp4



<https://vimeo.com/822766812>

# ROR with our students



**All-Stars**

George Pickett  
Don Pike  
Gerry Miller  
Dave Johnson  
Dave Murphy  
Harold McConkey  
Don Clayburgh  
Matt McKinley

**Weekly IHT Update**  
Action & Hand-quotes by Department

Back Office	84	84
Front End	51	51
CCS		

**Rapid City**  
TEAM MEMBER  
**MENARDS**  
OF THE MONTH

Cecilia White Eagle

**MENARDS** Certificate of Recognition  
Mick Edwards

**MENARDS** Certificate of Recognition  
Tami Crispin

**MENARDS** Certificate of Recognition  
Rick Ross

**MENARDS** Certificate of Recognition  
Troy Sam

**MENARDS** Certificate of Recognition  
Amber Tamm

**MENARDS** Certificate of Recognition  
Cecilia White Eagle

Handwritten notes and forms, including a smiley face sticker.

**IT DOESN'T COST US A DIME TO BE NICE TO PEOPLE!**



**MENARDS**  
5 C's to Confident Leadership

1. **Confidence**
2. **Communication**
3. **Consistency**
4. **Creativity**
5. **Coachability**

<https://youtu.be/h5CGbZUvpcU>

Take the time to invest in knowing those you serve. Don't wait for something to “happen” such as a tragedy in their lives, or an illness, or the loss of a family member—reach out now! Make a conscious effort to visit with your people on a regular basis. Find out about their family members, their interests, their goals, their hobbies.

Go into their space and seek out “who they are.” Include everyone—from the custodian to the leads in your business or organization; your customers; your stakeholders; your partners.

Listen. Don't talk about yourself during this time--*make it their time*. Don't dominate the conversation--*make it their time*. Don't talk about your own experiences—*make it their time*.

Make this their time and make it  
about them!

*“People don't care  
how much you  
know, until they  
know how much  
you care.”*

President Theodore Roosevelt



