

## RESEARCH & TRAINING



*Presented by*



**CUSTOM CONTENT • August 6, 2018**







# 94%

of employees agree  
they gained useful  
job skills<sup>1</sup>

# 89%

of employees reported  
increased confidence  
on the job<sup>1</sup>

# 87%

of employees  
improved organizational  
commitment<sup>1</sup>

## MEASURING ROI IN DEGREES.

Why Investing in Higher Education  
is a Smart Strategy

**You already know that recruiting and retaining high quality employees is an ongoing challenge for HR departments everywhere. How do you put together a benefit package that employees really want?**

### Education is a valued benefit.

According to the National Association of Colleges and Employers survey, tuition reimbursement came in as the third most desirable corporate benefit, only trailing behind fully covered medical coverage and annual salary increases. Furthermore, 87% reported improved organizational commitment and job satisfaction.<sup>1</sup> If you had some inkling that tuition assistance could be a win-win for both the employer and the employee, then the research findings should convince you that the mutual benefits are staggeringly real.

**"We know training and learning opportunities empower associates to deliver for customers while growing and advancing in their careers."**

- Greg Foran, CEO, Walmart U.S.

### Research demonstrates real ROI.

You might be thinking, "I know that offering educational opportunities can create a more proficient, productive and engaged workforce, but tuition assistance is expensive!" What if the benefits to your company – which by the way is a lot of positive metrics – included a real return on investment? The Lumina Foundation recently reported that Discover Financial Services reaps \$1.44 in savings for every dollar spent on tuition assistance for their frontline employees.<sup>2</sup> That means this program can actually be a source savings and not a cost at all.

## 144% ROI for every dollar invested

### Not all universities are equal.

If these statistics have you rethinking your tuition assistance benefits, then keep reading. The next question you should ask yourself is, "Which educational institution do I entrust with those dollars to ensure my employees

acquire the knowledge and complete their degrees?" This is where you should do some digging. Many 4-year degree schools have low graduation rates. However, at Brandman University, we boast an 82%\* graduation rate, helping to ensure your investment in your employees can be fully realized. Our graduation rate, coupled with our experience in serving working adults, were determining factors for Walmart and Discover Financial Services in selecting Brandman to be one of their three university partners.

**"Working with select quality schools that yield positive results will also help our employees improve their chances of achieving a brighter financial future."**

- Jon Kaplan, VP Training & Development, Discover Financial Services

### A nonprofit university invests in students.

What is Brandman's recipe for superior degree completion rates? There's two important ingredients. First, it's our culture of student support. As a nonprofit, we put our money in student services staff to guide your employees through the entire educational experience and provide the helping hand they need along the way. Second, it's our backwards designed curriculum. We gather data on employer needs and then build our courses to ensure our graduates gain the most applicable skills to serve your organization.

The evidence is so compelling that brands you know are investing in tuition assistance programs - Discover Financial Services, Walmart and many more – and doing it with Brandman University. If you'd like to learn more about how a tuition assistance program at your organization can return dividends, we're happy to walk you through it.

Visit us at: [brandman.edu/partners](http://brandman.edu/partners)

Shelly Neal | 855.510.0134 | [sneal@brandman.edu](mailto:sneal@brandman.edu)



<sup>1</sup>ROIInstitute.net/sp-content/uploads/2014/12/the-value-of-tuition-assistance.pdf

<sup>2</sup>luminafoundation.org/news-and-views/study-finds-investing-in-employee-higher-education-results-in-cost-savings-for-major-financial-services-company

\* Based on the 2016/17 completion statistics for non-first-time, full-time undergraduates entering Brandman University in Fall 2007 and completing an undergraduate degree within 6 years.



## Pave Your Path

*Fairmont Private Schools offers unlimited opportunities and an individualized learning experience*

At Fairmont Preparatory Academy, a world of opportunity awaits. Students can create a one-of-a-kind, individualized learning experience, and Pave their Path toward success; while the Fairmont culture encourages every student to be an individual, explore new ideas, and embrace the world around them.

Established in 1953, Fairmont Private Schools is the oldest, largest, nonsectarian private school in Orange County with four campuses serving students preschool through 12th grade. Fairmont's rich history is measured by the achievements of students who have flourished from a combination of specialized academic programs and a vibrant campus culture. Additionally, each of the four Fairmont campuses is accredited by the Western Association of Schools and Colleges (WASC).



### Why Fairmont?

The private versus public high school debate has been an on-going discussion across living rooms throughout America for decades. Is one really better? Although both have their pluses, a clear winner has emerged in recent years. In June 2002, the National Center for Educational Statistics (NCES), found that private high schools had students that scored higher on standardized tests, and sent more graduates to college than public schools. At Fairmont Prep, 91 percent of our graduates have been accepted to Top 100 colleges and universities. Working together, we pride ourselves in taking average students and producing extraordinary outcomes.

### Choose Your Future

Fairmont Prep students build a solid academic and social foundation while at the same time developing strong character traits and cultural understanding. These are the attributes of a well-rounded student, and a compassionate global citizen. Fairmont Preparatory achieves this by:

**Creating Individualized Learning:** Each student is encouraged to follow a personalized academic path designed to play to their unique strengths as a student. We call this initiative Pave your Path™.

**Specialized Academics:** Fairmont Prep offers: Advanced Science and Engineering Program (ASEP), International Business Program (IBP), International Baccalaureate (IB), Advanced Math and 25 Advanced Placement (AP) courses.

**Individualized College Counseling:** The low student-to-counselor ratio at Fairmont Prep means one-on-one support throughout high school. This gives students more confidence; it also dramatically increases their chances of acceptance to top colleges and universities. Currently, in California, the student-to-counselor ratio is 760:1. At Fairmont Prep, the student-to-counselor-ratio is 72:1. If a student needs to speak with their counselor, they have same-day access.

**Access to Opportunity:** Students are encouraged to participate in one of the 46 clubs, 15 sports, and over 50 activities and events held throughout the year. Campus life is an essential aspect of the total high school experience. Creating lasting friendships assists students in building their confidence as individuals, and teaches vital life skills.

**A Vibrant, and Diverse Campus:** At Fairmont Prep we encourage acceptance and teach empathy. Our students build a solid academic and social foundation while at the same time developing strong character traits and cultural awareness.

### Fairmont College Promise

Unique to Fairmont Private Schools is the Fairmont College Promise. We

promise that students who graduate from Fairmont Preparatory Academy will receive acceptance to one of the top 100 colleges and universities (as defined by U.S. News & World Report) and scholarship money from top universities. These acceptances reflect the academic standings of Fairmont students \*quartiles one through four. Both Top College Promise and College Scholarship Promise can be combined up to 100 percent of the tuition paid for Fairmont Preparatory Academy if both promises are not met. Fairmont would then contribute that amount in the form of scholarship payable directly to the college or university the student chooses to attend. The student's counselor will then recommend the best colleges for the student to apply, based on fit and academic performance. The Fairmont College Promise applies to students attending Fairmont Private Schools from at least 7th through 12th grade. We believe, the longer a student attends Fairmont Private Schools, the greater success they will have in college.

\*Fairmont defines our quartiles each graduating year by dividing our senior class into four equal groups based on weighted and cumulative GPAs.

### Save Money

Private education and saving money is not an oxymoron. By attending Fairmont Prep, your child will already be ahead of other students by the time they set foot on a college campus. Currently, many first-year UC students are forced to take entry-level courses. A Fairmont education ensures that your child will almost certainly be able to skip these classes, saving time and money, and giving your child a valuable head start.

### Experience the Fairmont Difference

The achievements of our students measure Fairmont's success. We encourage you to contact our business office to schedule your tour today: (714) 909-2499 or [www.fairmontschools.education](http://www.fairmontschools.education).







# Will you lead or follow?

Digital disruption is drastically changing how companies grow and operate.

UC Irvine's Paul Merage School of Business is focused on preparing managers and executives who are ready to lead the transformation. Limited space is available for the Fall 2018 start.

- Fully Employed MBA
- Executive MBA

Take your career to the next level.



**Dare to Define™  
Your Future**

**Apply by August 15.**  
[merage.uci.edu/admissions](http://merage.uci.edu/admissions)  
**949.824.4565**

**Patrice Kiiru**  
Fully Employed MBA '14



**UCI** Paul Merage  
School of Business

Leadership For a Digitally Driven World.™



## ***SOME REACH FOR THE MOON. TITANS AIM 130 MILLION LIGHT YEARS BEYOND.***

Cal State Fullerton astrophysicist Jocelyn Read has her head in the stars. She led an international collaboration of scientists to decipher gravitational waves caused when binary neutron stars collide, revealing nuclear physics on an astronomical scale. Read's one small step made a giant impact — redefining our known universe. The work of this Titan of discovery illuminates just one reason why CSUF has earned a stellar reputation.

## ***TITANS REACH HIGHER***







# Orange County Is Our Classroom

## EDUCATION PAYS AT COAST



At Coast Community College District, education is not only at the heart of what we do, education pays — for everyone in Orange County.

Three colleges within Coast Community College District contribute to the social and economic well-being of the communities we serve. Orange Coast College, Golden West College and Coastline Community College enrich the lives of students, increase their lifetime incomes and contribute to the local economy of Orange County.

But how and why? To tell this story, we have launched our first-ever public awareness campaign highlighting the contributions of our students across Orange County — and beyond — by reinforcing the value of a community college education.

**AT COAST COMMUNITY COLLEGE DISTRICT, WE DO MORE THAN EDUCATE MINDS: WE FOSTER NEXT-GENERATION LEADERS. WHEN THE LEARNING THAT HAPPENS HERE IS INVESTED BACK INTO OUR COMMUNITY, ALL OF ORANGE COUNTY BECOMES OUR CLASSROOM.**

To learn more of our story — and why we chose to highlight that “Orange County Is Our Classroom” — all you have to do is turn on the radio or television, scroll through social media or drive past our campuses. The campaign is playing out across television, radio and social media. In addition, commuters can spot bus shelter ads near Coastline Community College, Golden West College and Orange Coast College.

Featuring a co-founder of Lazy Dog Restaurant & Bar, a legal marketing expert who reinvented herself after motherhood and an NFL player who started a mortgage business after hanging up his cleats, our “Orange County Is Our Classroom” campaign will run through October 2018.



- The campaign kicked off telling the story of **Gabriel Caliendo**, who lives in Laguna Niguel. Before he co-founded Lazy Dog Restaurant & Bar as the vice president of research and development, he pursued an associate of arts degree in advanced culinary studies at Orange Coast College. Lazy Dog operates 26 locations in four states.



- In June, the campaign transitioned to Huntington Beach resident **Susan Schaben**, a former journalist-turned-stay-at-home mother who found the confidence to re-enter the workforce by pursuing an associate degree in paralegal studies from Coastline Community College. Schaben now works as the director of legal marketing at Newport Beach-based Johnson Attorneys Group.



- Our campaign concludes in October with a spotlight on **Blaise Bryant** of Dove Canyon. Before founding Santa Ana-based Brymus Capital, this former Heisman Trophy candidate and NFL running back learned the playbook for entrepreneurship at Golden West College.

“An education from one of the three colleges that comprise Coast Community College District not only is a sound investment, it’s also the future strength of Orange County,” says Chancellor John Weispfenning, Ph.D. “After learning how Gabriel and Blaise parlayed their education into entrepreneurial pursuits that create jobs in California and beyond our state, as well as how Susan learned marketable new skills to return to the workforce, we believe Orange County business and community leaders will agree with us when we say that education pays at Coast.”

### A Home-Grown Success Story

“Coast Community College District is an Orange County success story,” Chancellor Weispfenning continues. “For every \$1 of public money invested in Coast Community College District, Orange County tax payers reap \$3.90 over the course of the student’s work lives. This is only one metric. All you have to do is get to know local leaders, and you’ll realize many of them gained their start at one of our three community colleges.”

### ORANGE COUNTY GAINS ECONOMIC SURPLUS



Coast Community College District students contributed **\$313.3 MILLION** to the Orange County economy during one academic year.

### COAST EDUCATION ROI OUTPERFORMS THE STOCK MARKET.

**13.3%**  **VS**  **7.2%**

Students gain an average annual rate of return of **13.3 PERCENT** in higher future wages — besting the 10-year **7.2 PERCENT** average return on the U.S. stock market.

### YOUR TAX DOLLARS HARD AT WORK



For every **\$1** of public money invested in Coast Community College District, Orange County taxpayers reap **\$3.90** over the course of students’ working lives.

### SPENDING GOES BACK TO THE LOCAL ECONOMY



Coast Community College District payroll topped **\$179.5 MILLION** — largely spent on groceries, rent, eating out, clothing and other household expenses in Orange County.

At **EducationPaysAtCoast.com**, a website set up to showcase campaign videos and give taxpayers easy-to-digest information about their return on investment, you can get to know these successful alumni. In addition, the site defines how Coast Community College District serves California taxpayers as a smart investment in the Orange County economy.

Be sure to sign up to receive district updates at **EducationPaysAtCoast.com** — and take a look around today. You’ll see why we say, “Orange County is our classroom.”

**EducationPaysAtCoast.com**





Before **SUSAN SCHABEN** joined Johnson Attorneys Group as its director of legal marketing, she found the confidence to re-enter the workforce at **COASTLINE COMMUNITY COLLEGE**.



Before **BLAISE BRYANT** founded Brymus Capital, this former NFL running back learned the playbook for entrepreneurship at **GOLDEN WEST COLLEGE**.



Before **GABRIEL CALIENDO** co-founded Lazy Dog Restaurant & Bar as the vice president of research and development, he discovered the recipe for success at **ORANGE COAST COLLEGE**.



# ORANGE COUNTY IS OUR CLASSROOM

At **COAST COMMUNITY COLLEGE DISTRICT**, we do more than educate minds; we foster next-generation leaders. When the learning that happens here is invested back into our community, all of Orange County becomes our classroom.



[EducationPaysAtCoast.com](http://EducationPaysAtCoast.com)





## CONCORDIA UNIVERSITY IRVINE SCHOOL OF BUSINESS ALUM IS PUTTING HIS DEGREE TO WORK ORGANICALLY

Concordia University Irvine School of Business graduate Paul Greive '07 was working a desk job when he decided to make a change. Seeking a lifestyle with greater meaning and quality, he and his family began raising pasture-fed chickens for local consumption. In just five years, Greive's companies, Primal Pastures and Pasturebird, have ballooned to \$4,000,000 in annual sales.

Greive, who was a business major at Concordia University Irvine as well as a gifted athlete, took full advantage of Concordia's liberal arts community and was "super involved on campus." "I loved the small classes, the small vibe," he says. "Compared to my friends at big public schools I had ten times as many friends. I loved every minute of Concordia and thought it was the best place ever."

He came to play baseball but burned out on the sport and was recruited instead to throw the javelin.

"Track was amazing because the team was super diverse," he says. "I had roommates from all over the world: Africa, Mexico, Asia. It was a really cool group of people. Coach Blutreich will forever be the ultimate mentor to a college kid. He shared his faith in a way that was so unique and compelling to a college athlete. He was a big part of my life in college. I still want to be like him."

And when a national race-walking coach visited campus and urged him to pursue the sport, he did just that. Five weeks later, Greive had qualified for nationals and earned sixth place at championships, making him an All-American race-walker and javelin hurler. Greive also helped found the Chinese language club, hosted a campus radio show and became a member of the handbell choir.

After graduation and a four-year career in the Marine Corps as an intelligence officer, Greive returned to civilian work, earned his CPA license, and landed a job with a good accounting firm. But "I wasn't passionate about what I was doing," he says. "I always knew I wanted to do entrepreneurship."

After raising a batch of fifty chickens and selling them on Facebook, Greive and his family members realized they had a viable business. Greive began plowing time into the operation before and after work. They soon won a \$15,000 entrepreneurial award from UCLA, which made it realistic to try farming full-time. "It's not all fun and games," Greive says, recalling how difficult it was to leave a regular salary. A major boost came from a 2013 Kickstarter campaign that caught national attention and was featured on MSNBC, L.A. Weekly and AOL.com. Dubbed the "Let's build a farm together" campaign, it raised \$60,000.

And Primal Pastures was born. It sells pasture-raised chicken, lamb, pork, beef, turkey, eggs and raw honey directly to consumers. It is one of just a handful of farms in the area that raises animals for consumption in a rotational grazing method, allowing the animals to eat and live close to nature. Primal Pastures now has 7,000 customers, with sales to almost every state west of the Mississippi River.

Greive, who earned his MBA at UCLA, has now expanded the rotational grazing ethic of Primal Pastures to a national scale. His idea, called Pasturebird, involves a proprietary technique to graze chickens in much greater numbers on grass, eating bugs and worms, without the requirement for antibiotics or drugs. Its mission is to provide wholesale pastured poultry to restaurants and grocery stores.

"If we want to change the world we need to bring prices down close to what they sell for in the store," he says. "Pasturebird scales the idea way up, producing pasture poultry close to a conventional price using methods that are healthy for the land, the animal and the consumer."

The Pasturebird idea won \$25,000 from the American Farm Bureau, and more than \$30,000 in a separate award. Pasturebird is now largest pastured poultry operation in the country. Its client list includes the LA Lakers, LA Dodgers, celebrity chefs Wolfgang Puck and Curtis Stone, and some of the best restaurants and butcher shops in the nation.



Greive says he is grateful "to rely on my passion for what I do for a living. The ultimate blessing is waking up every morning knowing I'm making a difference and getting chicken out of the factory farms and outside into pasture. With this venture I feel like I'm having an impact on things that matter."

To read more about Paul Greive and the Concordia University Irvine School of Business, please visit [www.cui.edu/business](http://www.cui.edu/business). ■



Fairmont — always  
**the right  
investment**  
for your child

**Give your child the head  
start that she deserves.**

Currently, 23 percent of first-year UC students take remedial courses\* — courses that your Fairmont-educated child will be able to skip. With the Fairmont College Promise, your child gets that advantage and many more.



SCHEDULE A TOUR TODAY!  
**(714) 695-5247**  
**EXCELATFAIRMONT.COM**

\*Information derived from the California Legislative Analyst's Office







## The Status Quo Is Not an Option

Going digital is drastically changing how companies operate and grow. Will you be able to keep up? More importantly, will you be prepared to lead the way?

UC Irvine's Paul Merage School of Business part-time and executive MBA programs offer a personalized educational experience to help students develop the tools and leadership skills to think creatively and strategically about the challenges and opportunities created by digital technologies, and successfully navigate the evolving business landscape.

### Leadership for a Digitally Driven World

Are you ready to conquer the C-Suite through an immersive learning experience? The **Executive MBA** program is designed for mid to senior-level professionals, executives and entrepreneurs pursuing an advanced career path who want to develop agility, learn to anticipate challenges and strategic opportunities, and lead transformation in the global business environment. The program is delivered in a modular weekend format that supplements in-class learning with state-of-the-art online learning between weekend classes.

The **Fully Employed MBA (FEMBA)** program is designed for early to mid-career working professionals and managers who want to pursue a graduate education while they continue their career momentum. Students have the flexibility to customize the program around their career objectives and graduate in as few as 24 months. FEMBA students also participate in an international experiential learning opportunity and an executive leadership residential, both unique to the Merage School program. Classes are offered on-campus and in a hybrid format that combines the best in online learning with four on-campus Saturdays per quarter.

### Dare to Define your Future in the Heart of the Tech Coast

With a comprehensive curriculum and seven Centers of Excellence, the Merage School plays a distinctive leadership role in educating generations of business leaders. Our ideal location in the hub of the Tech Coast provides our students with many opportunities to harness the power of disruptive technologies for competitive advantage. The Merage School – which combines the academic strengths and best traditions of the University of California with the cutting edge entrepreneurial spirit of Orange County – is the answer.

### Immerse Yourself in Orange County's Tech Ecosystem

The Merage School leverages the network of innovative businesses located in and around Orange County to provide experiential learning opportunities and



**UCI Paul Merage School of Business**

Leadership for a Digitally Driven World™

draws on executives from these firms to guide and mentor our students. This synergistic approach helps our students accelerate their career success and even pivot into new fields.

Students can also take advantage of UCI Applied Innovation, which brings campus-based inventions and entrepreneurship together with Orange County's vibrant business community to support job creation and economic growth.

### Count on a commitment to unparalleled educational quality

"We have made a commitment to our students to provide the highest quality education possible," said Eric R. Spangenberg, Dean of the Merage School. "Our faculty, students, staff and the business community continually collaborate to ensure our curriculum and resources meet the

demands of our students and the employers that hire them. We listen closely and implement many suggestions. This open dialogue provides tremendous value to our school, our students and the business community."

### UC Irvine Paul Merage School of Business MBA programs by the Numbers

The Merage School consistently places among the top 5 percent of schools accredited by the Association to Advance Collegiate Schools of Business (AACSB). Aspirational business leaders choose the Merage School, realizing that the value of our unique combination of curriculum, career advancement, collaboration, and most importantly, culture is unparalleled in peer institutions.

### Top rankings, ROI and accolades you can rely on

- ▶ No. 14 Full-Time MBA in the U.S. among public universities, No. 32 in the U.S. overall, and No. 1 globally for percentage of women faculty (*Financial Times*, 2018)
- ▶ No. 4 among Part-Time MBA programs in California, No. 32 in the U.S. overall (*U.S. News & World Report*, 2019)
- ▶ No. 16 among U.S.-based only Executive MBA programs and No. 30 overall (*The Economist*, 2018)
- ▶ No. 9 in the World for Placement Success (*Financial Times*, 2017)

**Dare to Define your Future. Apply today for Fall 2018.**

**Visit [merage.uci.edu/mbaprograms](http://merage.uci.edu/mbaprograms) or call 949-824-4565 to speak with an admissions advisor.**





**Advance your career by enrolling in a degree or certificate program at CSULB.**

**Certificate programs include:**

Human Resources Management  
Global Logistics Specialist Professional Designation  
Meeting and Event Planning  
Medical Coding

**Master's degrees include:**

MBA (Full- and Part-time)  
MS Health Care Administration  
MS Emergency Services Administration  
MS Supply Chain Management  
MS Information Systems

...and many more.

Visit [www.ccpe.csulb.edu/OCBJ](http://www.ccpe.csulb.edu/OCBJ) or call (800) 963-2250 for more information.

**California State University, Long Beach  
College of Continuing and Professional Education**





## Inspiring A Growth Mindset

by Saretta Brown

While every organization is different, I often hear similar challenges from executives throughout Orange County when on client meetings: "Our teams aren't in alignment." "We have high turnover." "Management needs to be more persuasive when driving their ideas." "Our teams don't trust each other."

Most recently, the concept of cultivating a growth mindset continues to be a common trend. Organizations want to embrace it and they also want to know what it is, as there seems to be some uncertainty around it.

In its simplest terms, a growth mindset – as opposed to a fixed mindset – is the power of believing you can improve. "At Dale Carnegie, we leverage our Cycle of Performance Change to drive a growth mindset," said Steve VerBurg, President of Dale Carnegie Orange County. "It's the idea that in order to get new results, we first need to believe we can achieve the intended goal. This is what's needed to cultivate a growth mindset."

While this may seem like a new concept for most, neuroscientific studies have been taking place for decades around the impact of a growth mindset. Dr. Carol Dweck's extensive research indicates that when people believe that they can get smarter, they understand that effort makes them stronger. Therefore they put in extra time and effort, and that leads to higher achievement.

"Many professionals hide behind the knowledge they possess and while knowledge is crucial, our focus when coaching is around the right mindset and the

### Cycle of Performance Change

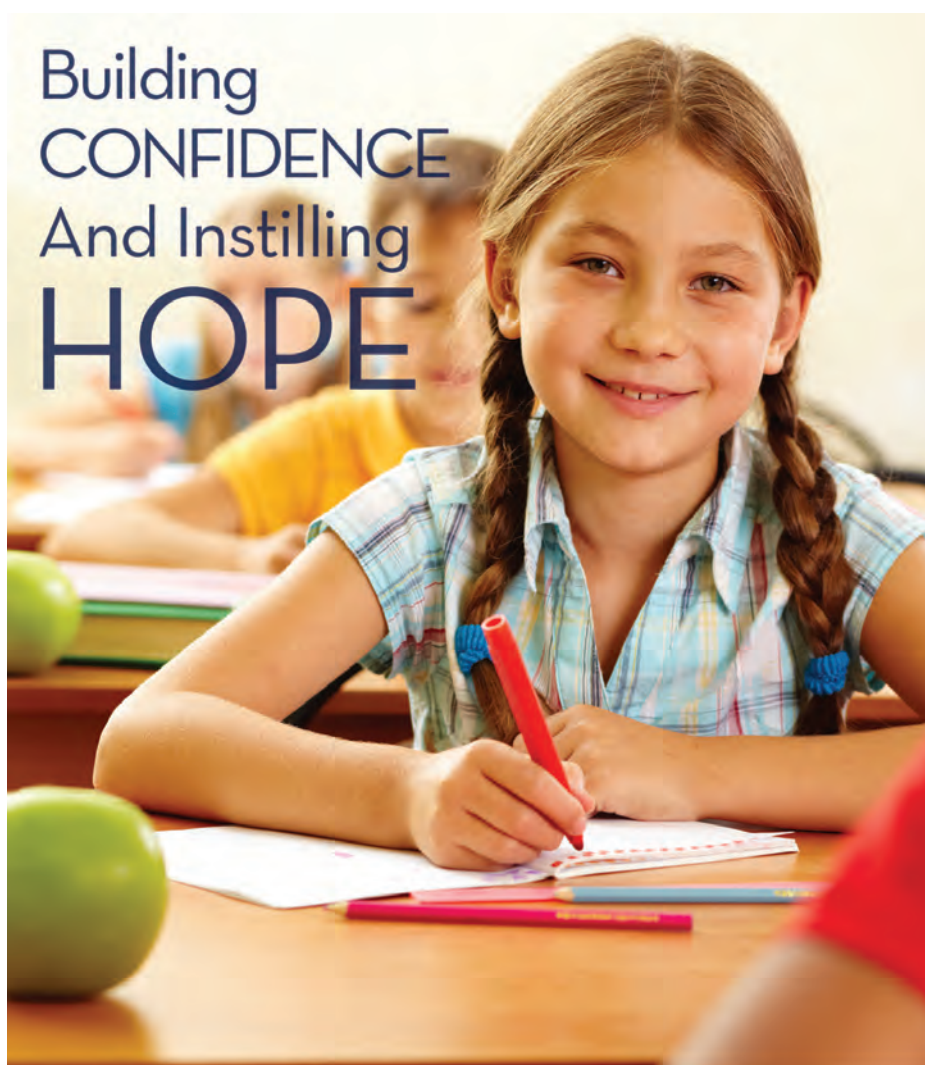


actual application of the knowledge," said VerBurg.

Like most initiatives in an organization, a growth mindset starts from the top down. Additionally, they cultivate the growth mindset throughout the organization to stimulate growth and innovation. According to Harvard Business Review, those that stick closely to the science of a growth mindset are weaving it into the employee experience across on-boarding to talent acquisition and succession planning, to leadership development and career development.

For executives who desire to cultivate a growth mindset throughout their organizations, there is an upcoming event at the Pelican Hill on September 14. The Inspiring A Growth Mindset Symposium offers attendees a day to navigate this mindset via thought leaders, networking opportunities, a panel discussion that will dive deep into the risks of not adopting a growth mindset, and a workshop to help you prepare for next steps. The event will feature keynote speaker Marshall Goldsmith. As a sought after executive coach and thought leader, #1 NY Times Best Selling Author, Marshall Goldsmith knows what it takes to get you and your team to the next level. For more information, visit [www.hollerink.com](http://www.hollerink.com).

*Saretta Brown is a Carnegie Master Trainer with Dale Carnegie Training, as well as the founder of Holler Ink, a PR and marketing agency building positive brands and people. Known for her sassy, passionate approach, Saretta brings fun, focus and fresh ideas to strategic engagements, earning her clients notoriety and recognition.*



Building  
CONFIDENCE  
And Instilling  
HOPE



## Opportunity Schools Unlock Student Potential

Louise Ukleja, Founder and Executive Director

One in five children face difficulty because of the crippling effects of learning and social challenges like Dyslexia, high functioning Autism and ADD/ADHD—making school a place of humiliation and alienation. Without the proper intervention these students are destined to fail.

In the area of cognitive ability, students with learning challenges fall on the same bell curve as other students, their brains are simply hardwired to learn differently. Successful individuals like Charles Schwab, Richard Branson and Jay Leno overcame their learning challenges and became outstanding achievers in their fields.



Opportunity Schools began with the belief that an environment could be created that would unlock the hidden potential of children with learning differences, and for over 25 years this successful program model has been adopted in inner city and suburban private schools in Orange and Los Angeles counties.

Under its visionary leadership, the Opportunity Program features a research-based multisensory Model for student instruction, professional development and onsite consulting. This enables private schools to meet the needs of students they formerly had to turn away and their enrollment increases, as families enroll multiple children, not just the child with the learning disability.

Opportunity Schools builds confidence and instills hope—giving overlooked students a chance, and changing the life of a child...forever.

*The Opportunity Program is located in private schools in Orange and Los Angeles counties. Visit [www.OpportunitySchools.online](http://www.OpportunitySchools.online), call 562-673-3315, or email [info@opp4kids.org](mailto:info@opp4kids.org).*



**OPPORTUNITY SCHOOLS**

Providing Services to Private Schools that Unlock the Hidden Potential of Students with Learning and Social Challenges and Enable them to Achieve Success!

Learn more at [www.OpportunitySchools.online](http://www.OpportunitySchools.online)



# Concordia business grads aren't afraid to roll up their sleeves.

**Paul Greive '07**

*Farming Entrepreneur: Co-Founder, Pasturebird  
U.S. Marine Corps: Intelligence Officer, Iraq Veteran  
Featured on CNBC's Billion Dollar Buyer*

*Go to [www.cui.edu/paul](http://www.cui.edu/paul) to see Paul's story.*

Prepare yourself for a career path in any field, even an actual pasture, with a business degree from the Concordia University Irvine School of Business. Our students learn what it takes to grow a business from scratch. Concordia offers a flexible, practical curriculum taught by experienced instructors who are eager to mentor emerging business talent.

Our School of Business includes degree programs in Accounting, Data Analytics, Economics, Finance, International Business, Management, Marketing, Sport Management, and an MBA. For more information, visit [www.cui.edu/business](http://www.cui.edu/business).



Concordia University Irvine School of Business is IACBE Accredited.

**CUI.EDU/BUSINESS**





## Moving Your Career Forward

You've been thinking lately about how best to move your life and career forward.

But where should you start?

The rapidly changing Southern California economy has stimulated businesses, organizations and individuals to re-think their current position and future direction. There are many diverse educational options for today's working professional, particularly in Southern California with its abundance of community colleges, state universities and private institutions. The Internet has added yet another accessible dimension to education. Consequently, when considering continuing one's education, today's toughest choice is more likely to be "where and how" rather than "should I or shouldn't I."

The College of Continuing and Professional Education (CCPE) at California State University, Long Beach offers several routes to help you get to where you want to be:

### Certificate Programs

Maybe you want a career change or to gain broader knowledge in your current

CALIFORNIA STATE UNIVERSITY  
**LONG BEACH**  
COLLEGE OF CONTINUING AND  
PROFESSIONAL EDUCATION

field. If so, certificate programs provide an opportunity to meet peers, develop skills in a specific professional area, and show your competence to current or prospective employers. CCPE gives you options with more than 50 certificate programs and three professional designations to choose from, including programs in healthcare, computer technical skills, project management, global logistics and more.

### University Credit Programs

You might have a desire to go back to school for a degree. CCPE offers both non-credit professional development education and university credit programs (accelerated MBA, Summer Sessions, Winter Session, Open University, degree completion, etc.).

*CCPE's capabilities extend internationally, providing the global community with access to quality educational programs and services. Some programs can be offered at a company's work site. For more information about these educational opportunities go to [www.ccpe.csulb.edu](http://www.ccpe.csulb.edu) or contact CCPE's Student Services Center at 800.963.2250.*

# Reserve Your Table Today

ORANGE COUNTY BUSINESS JOURNAL

Fourth Annual  
**INNOVATOR**  
of the YEAR AWARDS

**Economic Transformation Through Innovation**

### Reservation Information

Visit [www.ocbj.com/bizevents](http://www.ocbj.com/bizevents) or contact  
Jayne Kennedy, Senior Events Manager  
at [kennedy@ocbj.com](mailto:kennedy@ocbj.com) or  
949.664.5065

### Luncheon & Awards Program

September 20, 2018  
12:00 p.m. - 2:00 p.m.

**HOTEL IRVINE**

\*Tickets: \$175 / Table of Ten: \$1650

### Keynote Speaker



**Richard Sudek, Ph.D.**  
Chief Innovation Officer &  
Executive Director

**UCI** Applied  
Innovation

#### Diamond Sponsor



#### Platinum Sponsors



#### Gold Sponsors



#### Silver Sponsor



\*Tickets are non-refundable. Ticket price includes self-parking and a six-month subscription to the Orange County Business Journal (\$15 allocated to the subscription). New subscribers only. Current subscribers may gift the subscription to a colleague.





## Together We Are Changing California's Future

**More than 2 million K-12 students in California** are not proficient in math or English. A third of all California students are struggling to keep up with their peers. Without additional support, they will fall further behind and their dreams for a better future will become even more difficult to achieve.

This is where Think Together comes in. We partner with schools across California to provide over 150,000 students with access to high-quality educational opportunities during and outside the school day. Our programs give kids critical academic support and life skills that propel them to excel in school.

A'mahni is an elementary school student with dreams of becoming a teacher. With Think Together's support, she's improving her study skills so she can one day teach other students. We partner with schools to help students, like A'mahni, make their dreams a reality.

Kids are not the only ones needing additional help. Eight out of ten California school districts are not adequately preparing their students to meet the state's learning standards in math and six out of ten fail to do so in English. Think Together also empowers adults, from the boardroom to the classroom, with the tools and strategies to accelerate learning for all students.

Our programs are possible because of generous philanthropic support. Together we are changing the odds for millions of California's students by ensuring they have an opportunity to realize their potential, excel in school and beat the odds.

**We invite you to join us in changing the odds for kids at [thinktogether.org/OCBJ](http://thinktogether.org/OCBJ).**



## New Approaches in Leadership & Management Training

At Parrish Partners we accelerate client growth by tapping into unrealized individual and organizational potential. We use a proprietary approach specifically tailored to discover insights gained through both breakthrough events and follow through process disciplines. Parrish programs maximize impact by combining training with targeted coaching. Research confirms that a training program combined with follow-up coaching more than triples productivity.

We offer targeted training and motivational seminars for organizations aspiring to grow leadership and management skills. Offerings include two proprietary seminars: Building Cultures of Commitment® and B.M.O.R.E.® Leadership, as well as courses on leading with strengths, emotional quotient, giving and receiving feedback, conflict management, executive presence, time management and prioritization, and more. All courses are available in standard, virtual, or customized formats. Starting this Fall, group training programs are available for enterprise-exclusive cohorts or a collection of individuals from multiple, non-competitive organizations.

### “Building Cultures of Commitment®: The Science Behind the Art of Leadership

One of our most effective breakthrough tools is a masterfully crafted seminar delivered by our co-founder, Mark Parrish. In “Building Cultures of Commitment®: The Science Behind the Art of Leadership,” Mark presents time-tested disciplines gathered over a lifetime of leadership practice. Mark's award winning leadership has educated, trained and inspired thousands.

**B.M.O.R.E.® Leadership:** Leaders are challenged more than ever before to develop and grow beyond their current limitations. Leading oneself effectively is the key requisite to leading others with greatness. This memorable and effective leadership model that is rooted in neuroscience and social intelligence. Led by co-founder and managing partner, Michele Parrish, B.M.O.R.E.® promises to inspire, challenge, and empower you to lead at new levels.

For more information, contact Parrish Partners at 949-429-7892: [www.parrishpartners.com](http://www.parrishpartners.com)



## LEAD PEOPLE. MANAGE COMPLEXITY. LEVERAGE TECHNOLOGY. EXCEED EXPECTATIONS!

At Parrish Partners, we apply 3D Intelligence to Real 3D Challenges:  
 $IQ \times EQ \times CQ = Results^3$   
 Ask us how!

Parrish Partners Leadership & Management Consulting Services Include:

**EXECUTIVE COACHING & CONSULTING, EXECUTIVE SEARCH**  
 Board-level • Executive-level • Emerging leaders

**ORGANIZATIONAL DEVELOPMENT & TRAINING**  
 Building Cultures of Commitment® • B.M.O.R.E. Leadership®

**TECHNOLOGY & TALENT MANAGEMENT**  
 IT Services • Talent Acquisition • Enterprise Systems Development

ACCELERATING GROWTH - REALIZING POTENTIAL  
[parrishpartners.com](http://parrishpartners.com) | 949 429 7892