

“Defining Leadership” – Themes and Notes

New Academic Leaders: Aug 14, 2015

Fair, Transparent

- Equitable distribution of resources
- Clarity
- Strong but not overbearing
- Transparency
- Balance transparency with sensitivity of information
- Fair and transparent
- Fairness

Feedback Orientation

- Provides feedback, positive and negative
- Responsive to feedback
- Effective, timely feedback

Advocacy

- Insures fiscal health
- Effective liaison, public face
- Increase unit visibility – internal to the university and external
- Advocate for group
- Advocate
- Finds needed resources
- Protects group

Balance

- Balance needs of organization with needs of individuals
- Strives for balance

Communication

- Good communication skills
- Good listener
- Listens to all viewpoints
- Good and frequent communicator

Competence, Getting Things Done

- Smart
- Accomplished
- Taking responsibility
- Looks for ways to get things done

Relationship Focus

- Solidarity
- Openness
- Prompts dialogue – ask the right questions
- Makes each member of team feel appreciated

- Establish relationships
- Promotes a sense of community
- Community building
- Engaged
- Empowering
- Mutual respect
- Spot and foster talent
- Empowers participation
- Creating a feeling of community, camaraderie
- Support colleagues – have their backs and trust
- Part of a team
- Asks: What do you need to be successful?
- Present
- Accessible

Good “Manager”

- Does not try to do everything themselves – delegates
- Trust, delegation
- Ability to
 - Be organized
 - Prioritize
 - Delegate
- Make decisions
- Accountability
- Facilitator
- Attention to process

Vision, Strategy

- Strategy
- Ability to form appropriate, effective vision
- Discerning vision
- Visionary
- Lead by example
- Inspires
- Know where wants to go
- Innovate

Servant Leader

- Integrity
- Heart
- Selflessness
- Generous with time and mentorship
- Humility
- Patience