

# Leadership

STEPPING INTO THE  
LEADERSHIP ROLE



6:52

◀ Outlook



When you were a carefree tenured professor living your best life, and then are suddenly forced to chair your department



Tweet your reply



EASY DOES IT

"THERE'S NO NEED  
TO BE PERFECT TO  
INSPIRE OTHERS.  
LET PEOPLE GET  
INSPIRED BY HOW  
YOU DEAL WITH  
YOUR  
IMPERFECTIONS."

[thisislovelifequotes.net](http://thisislovelifequotes.net)

# Developing Yourself as a Leader

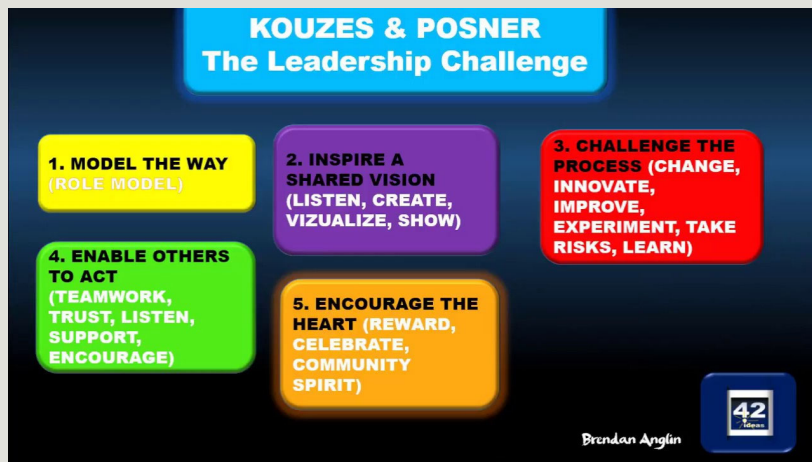
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What does leadership look like:

- From your perspective?
- From the student perspective
- From the staff perspective?
- From the faculty perspective?
- From the Dean's perspective?
  
- Personal status vs. Vested status

# Your leadership style

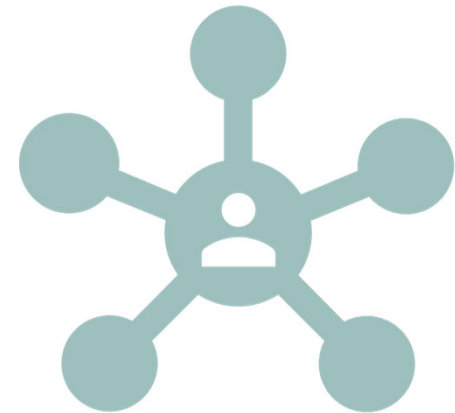
- Work to identify your style.
- Your style will influence your interactions.
- Your style will influence your decision-making skills.
- Your style can help develop your technique.
- You can't copy someone else's style.



# Lead by example

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- Faculty and staff will watch you....
- ....and scrutinize everything you do!
- what time you arrive
- what time you leave
- who you talk to
- how you dress
- how you respond to email
- ...and everything else you haven't yet thought of





# Communication is key

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- Listen to concerns, ideas and feedback
- Be as transparent & direct as possible
- Make timely (not rushed or impulsive) responses
- Think before you write (remember texts & emails are public records)
- Admit mistakes
- Keep notes of your actions



Teach your face to use its inside  
voice



# Relationships are critical

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If you are new...(or not)

- Get to know everyone (faculty and staff)
- Take time
- Listen
- Get off your “turf”

If you have been there...(or not)

- You are the boss
- Old friendships may not work the same
- You can't do this job wanting to always be liked
- Establish support outside of department



# See the BIG picture

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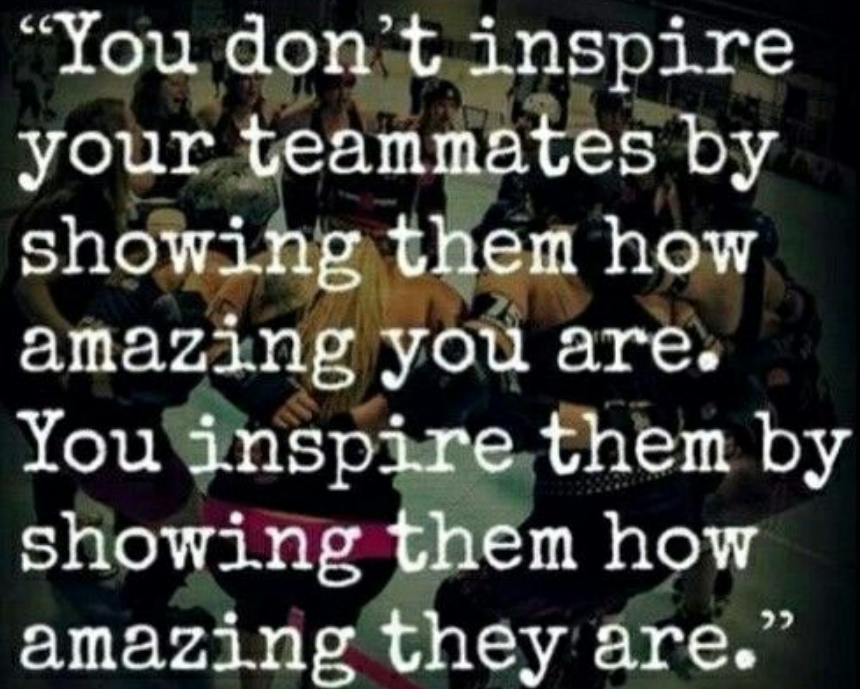
- Understand needs of College/University
- Don't rely just on favorites
- Get used to wearing multiple hats
- Knowledge gives you the ability to make decisions with confidence
- Move from reactive to proactive



## Prioritize Needs - Decide Course – Take Action

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- What is the department doing now?
- Why are we doing it?
- Can we do it better? How?
- What does the dean expect?



“You don’t inspire  
your teammates by  
showing them how  
amazing you are.  
You inspire them by  
showing them how  
amazing they are.”

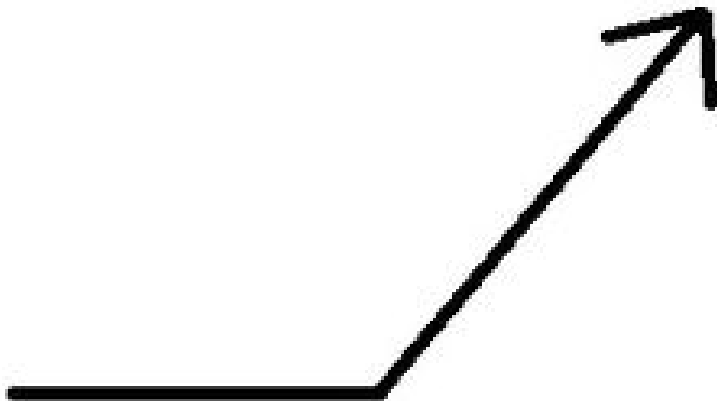
– Robyn Benincasa,  
World Champion Adventure Racer

## Celebrate Success!

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- vThe college
  - vThe department
  - vThe faculty
  - vThe students
- It’s worth it!

SUCCESS



what people think it looks like

SUCCESS



what it really looks like