

August 16, 2023



# Authentic Leadership

Theresa Keuss, Registrar &  
Jill Wood, Interim Executive Director, HR



Please scan the QR code above or go to  
[www.menti.com](https://www.menti.com) and enter voting code: **1285 2578**



## Leaders Are Role Models

# Leadership is Shaped by Many Factors, Including...

- Pathway to leadership
- Personal values
- Other leaders
- Past experiences
- Organizational vision and mission

# What has been your path to leadership?

- “I’ve always dreamed of this”
- “I’ve been preparing for this role since I started my career!”
- “Just a minor detour, I don’t plan to supervise long term”
- “I’m a natural leader, leadership roles seem to find me”
- “I was a good at my job, so I was given supervisory responsibilities”
- “It was just my turn”
- “No one else wanted it”
- “How did this happen?”
- “Wait, I’m a leader?”

Please scan the QR  
code to the right or go  
to [www.menti.com](https://www.menti.com)  
and enter voting code:  
**1285 2578**



# Leadership Matters

Positive leadership has a positive influence.

Toxic leadership has a negative influence.

- Engagement
- Satisfaction
- Retention
- Safety
- Organizational performance

**Your manager  
is more  
important to  
your health  
than your  
family doctor!**

BOB CHAPMAN, CEO OF  
BARRY-WEHMILLER



A close-up photograph of a human hand, palm facing up, reaching out towards a body of water. The hand is positioned in the upper center of the frame, with fingers slightly spread. The water surface is visible at the bottom, showing gentle ripples. The background is a soft, out-of-focus greyish-blue.

# What Does Leadership Feel Like?

Please scan the QR  
code to the right or go  
to [www.menti.com](https://www.menti.com)  
and enter voting code:  
**1285 2578**



# What Does Leadership Feel Like?



2008 national survey by Scott, Coates and Anderson of 500+ academic leaders asked to provide analogies that capture their daily life at work:

- Herding cats
- Juggling
- Nailing jelly to the ceiling while putting out spot fires with one's feet
- Hanging wallpaper with one arm in a gale
- Pushing a pea uphill with one's nose
- Rowing without an oar
- Driving nails into a wall of pudding (little resistance, messy, no results)

Bollman, Lee and Gallos, Joan. *Reframing Academic Leadership*. John Wiley and Sons, Inc. 2011

**It's ok to feel like  
you don't know  
what you're doing**





# What does “training” for leadership look like?



the office



THE HUNGER GAMES

SUZANNE COLLINS

So, once you accept the uncertainty...



Create a Network



Ask Questions

# Leadership skills that will make the path smoother...

- Display humility, ask for help
- Seek out feedback
- Be forward looking; don't be afraid to try and do different things
- Learn your limitations/weaknesses
- Learn your strengths/skills
- Be team oriented and willing to help others problem solve (it's not about you)
- Learn to navigate the organization
- Embrace change management
- Lead in a way that is genuine and authentic to you

Please scan the QR  
code to the right or go  
to [www.menti.com](https://www.menti.com)  
and enter voting code:  
**1285 2578**

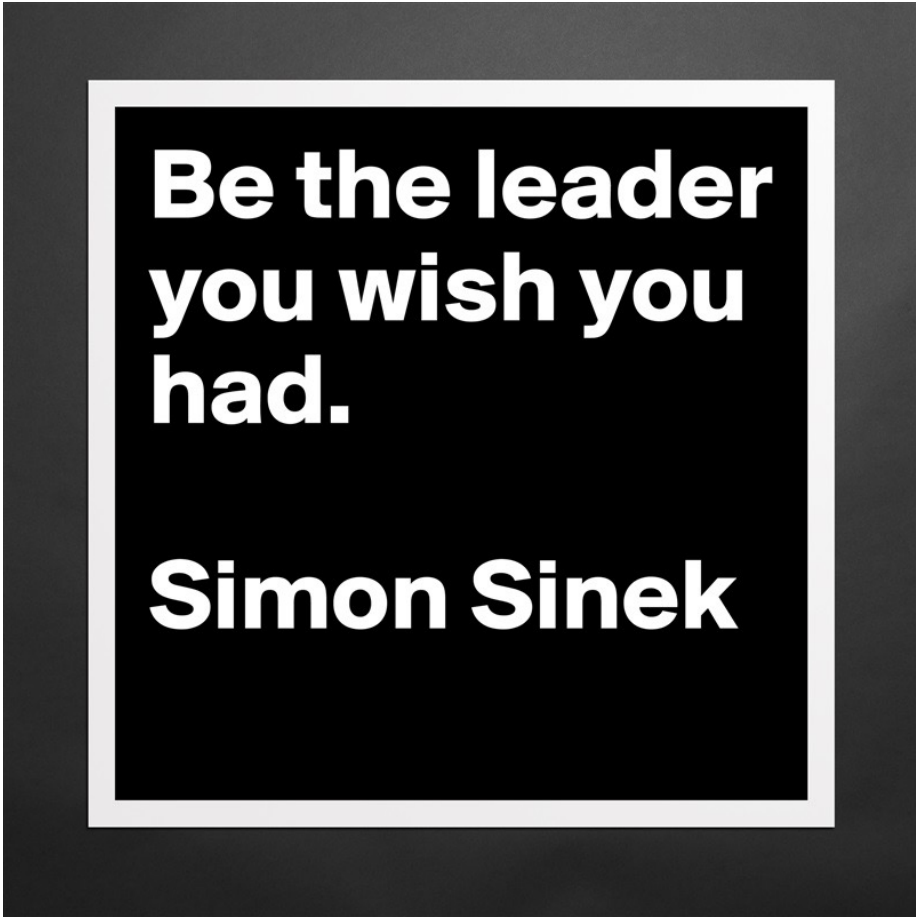




# values-based leadership



# How have your experiences with previous leaders impacted your own leadership?

A graphic featuring a quote by Simon Sinek. The text is white on a black background, enclosed in a white rectangular border, which is itself set within a larger dark gray rectangular frame.

**Be the leader  
you wish you  
had.**

**Simon Sinek**



# Breakout Rooms

- Introduce yourselves
- Past Experiences/Other Leaders
  - Share a little about a leader you've worked for or seen who you considered a great leader. What was one thing about that leader that you admired? How has that leader influenced your leadership?
  - Share a little about a leader you've worked for or seen lead who you would consider an example of what not to do. How has that leader influenced your leadership? And/or how do/could you lead differently?
- Values Based Leadership
  - Share one of your core leadership values.
  - How does that value play out practically in your leadership and/or on your team?
  - What is one way you could model, encourage, or embed that value more deeply into your leadership or on your team?

# Wrap Up

## Questions & Key Takeaways

Please scan the QR  
code to the right or go  
to [www.menti.com](https://www.menti.com)  
and enter voting code:  
**1285 2578**



# Up next up in this series:

## HR Partners: Here to Help

Wednesday, August 30  
12 – 12:45 pm CT

Join us for this session where the HR Partners will discuss the type of relationship and support you can expect from your HR partner. During this session the partners will share helpful HR tools and resources that you may or may not know are available to you.