Authentic Leadership

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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?”

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Leadership Matters

Positive leadership has a positive influence.

Toxic leadership has a negative influence.

- Engagement
- Satisfaction
- Retention
- Safety
- Organizational performance
What Does Leadership Feel Like?

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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)

It’s ok to feel like you don’t know what you’re doing
What does “training” for leadership look like?
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

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

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

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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.