Maximizing Your Leadership Potential
An Exploration...

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1. What people come to mind when you think of an “outstanding leader?”

2. **On sticky notes, write...**
   - (one per note)
   - Characteristics of an outstanding leader, &/or
   - What you see as key priorities of an outstanding leader
Leadership: What are the Themes?

- Bring your sticky notes to the wall to post...

- As you notice similarities, cluster items around themes.
Exploring Leadership...

What is our collective vision?
Defining “Leadership”

* “Leadership” is a noun – and doesn’t help us with the “how to”... so, let’s get to the verb:

**To Lead**

* To guide on a way, especially by going in advance
* To provide a course or direction
* To serve as a channel for

- Merriam-Webster
My vision for a culture of Academic Leadership

We are a collaborative of leaders working to advance the work of our faculty, and ultimately the stature and reputation of our programs and the university.

**NOT**

* Policing policy,
* Dictating,
* Defending turf,
* Guarding information,
* Administering,

**RATHER**

* Finding ways to “yes.”
* Involving.
* Breaking down barriers.
* Sharing transparently.
* Leading.
What is a VT-Shaped Leader?
The VT-Shaped Leader...

- Has depth of disciplinary knowledge and experience
- Has interdisciplinary knowledge and awareness
- Enhances this knowledge with a communal approach to leading, and a
- Relationally-oriented, service leadership approach
Aspirations for Learning and Leading: Leadership Competencies

* Commit to Unwavering Curiosity
  * Ongoing learning and professional development
  * Seeking to understand
  * Analytical thinking
  * Focus on best practices and continuous improvement
  * Nurturing creativity
  * Collaborative problem solving
  * “Why can’t we? How could we?”
Aspirations for Learning and Leading: Leadership Competencies

* Pursue **Self-Understanding and Integrity**
  * Building self-awareness
  * Commitment to personal values
  * Communicating values and vision
  * Empathy, emotional and social intelligence
  * Adaptability
  * Fostering and building trust
  * Transparency
  * Respect and integrity
Aspirations for Learning and Leading: Leadership Competencies

* Practice **Civility**
  * Respecting, valuing, and involving others
  * Relationship building
  * Active listening
  * Building awareness of unconscious bias
  * Developing and nurturing an inclusive environment
  * Living and upholding the Principles of Community
Aspirations for Learning and Leading: Leadership Competencies

* **Strive for a life of** **Courageous Leadership**

  * Vision and strategy, raising aspirations
  * Leading change
  * Leadership communication and influence
  * Empowering and motivating others
  * Courageous conversations
  * Data analytics and decision-making
  * Calculated risk-taking
  * Advocacy, lowering barriers
Aspirations for Learning and Leading: Leadership Competencies

* Embrace **Ut Prosim** as a way of life
  * Servant leadership approach
  * Mentoring and developing others
  * Community building and collaborative approaches
  * Balancing role and institution needs and priorities
  * Celebrating achievements
As you continue through the day…

Be thinking about how you envision your role as a leader – and what it means “to lead.” This may involve some reimagining!

• What potential do you see for department or programs?

• What do you envision for the future?

• What may you need to let go of?

• What will you need to put in place?
Questions?
A glimpse of what’s to come

* Resources and where to find what you need when you need it
* A number of tools and approaches for your “Leadership Toolkit” – plus a lot of exploration and discussion with your colleagues
* Networking with colleagues to build your leadership support network

You’ll receive a survey to RSVP for remaining sessions...
* Please bring your journal notebook to future sessions *