Maximizing Your Leadership Potential

An Exploration...

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In table groups, discuss...

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

2. Identify a note-taker at your table, and capture...
   - Characteristics of an outstanding leader, &/or
   - What you see as key priorities of an outstanding leader
Leadership: What are the Themes?

* Considering everyone’s discussions and notes, what themes emerge?

* What do you notice about what’s present and what’s absent from the themes?
Exploring Leadership...

What is our collective vision?
“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 Transformative 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,
* Directing,
* 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
Virginia Tech 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?”
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
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
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
Virginia Tech
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 your 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?
Leveraging Strengths in Your Leadership Style
Reflect...

* What are some of your best personal strengths and/or talents?
* How do you leverage your strengths in your leadership style?
* What about your strengths or style creates challenges for you in leading?
* What are some strategies to optimize your effectiveness?
Table Discussions

* Share from your personal reflection
* Listen, ask each other questions
* Share strategies and ideas for personal leadership effectiveness
* What additional resources would be most helpful?
Questions?
A glimpse of what’s to come

* Additional 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 *