

New Leaders, New Culture: Managing Change & Cultivating Transformation

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Today's Presenters



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Agenda

1. Leadership defined
2. Stories, encountered
3. Solutions, in process
4. Challenges, navigated
5. Q/A

Leadership defined

Leadership is the ability to *influence, inspire, and guide* individuals or groups (or organizations) to achieve a *common goal*.

Leadership vs. Management



Leaders:

- Inspire change
- Focus on people
- Are vision-oriented
- Think and act ***long-term***



Managers:

- Maintain stability
- Focus on processes
- Are task-oriented
- Think and act ***short-term***

“A leader is one who knows the way, goes the way, and shows the way.”

John C. Maxwell

Positional Leadership vs. Influential Leadership



Positional Leadership:

- Based on role or title within an org.
- Authority and decision-making power
- Granted by the org. structure



Influential Leadership:

- Based on trust/respect/personal qualities
- Ability to connect, inspire, and persuade
- Earned through motivation and credibility

“A title gives you authority, but your influence earns you leadership.”

Craig Groeschel

Campus Stories



Initial Environment

In your first 6-12 months, what leadership challenges did you encounter?
Frame for us the environment you faced.

Navigating Change

Talk about how you worked within your team
(the people below you in the org chart)
to influence change.

Managing Up

How did you work with institutional leadership to navigate through difficult times toward a better tomorrow?

Lessons Learned

What early lesson(s) did you learn that influenced how you approached the next set of challenges?

Best Advice

What is the best advice you would give others stepping into a new leadership role, or inheriting a new president/campus leader, or being presented with a new set of institutional challenges?



Your Questions

Thank you!



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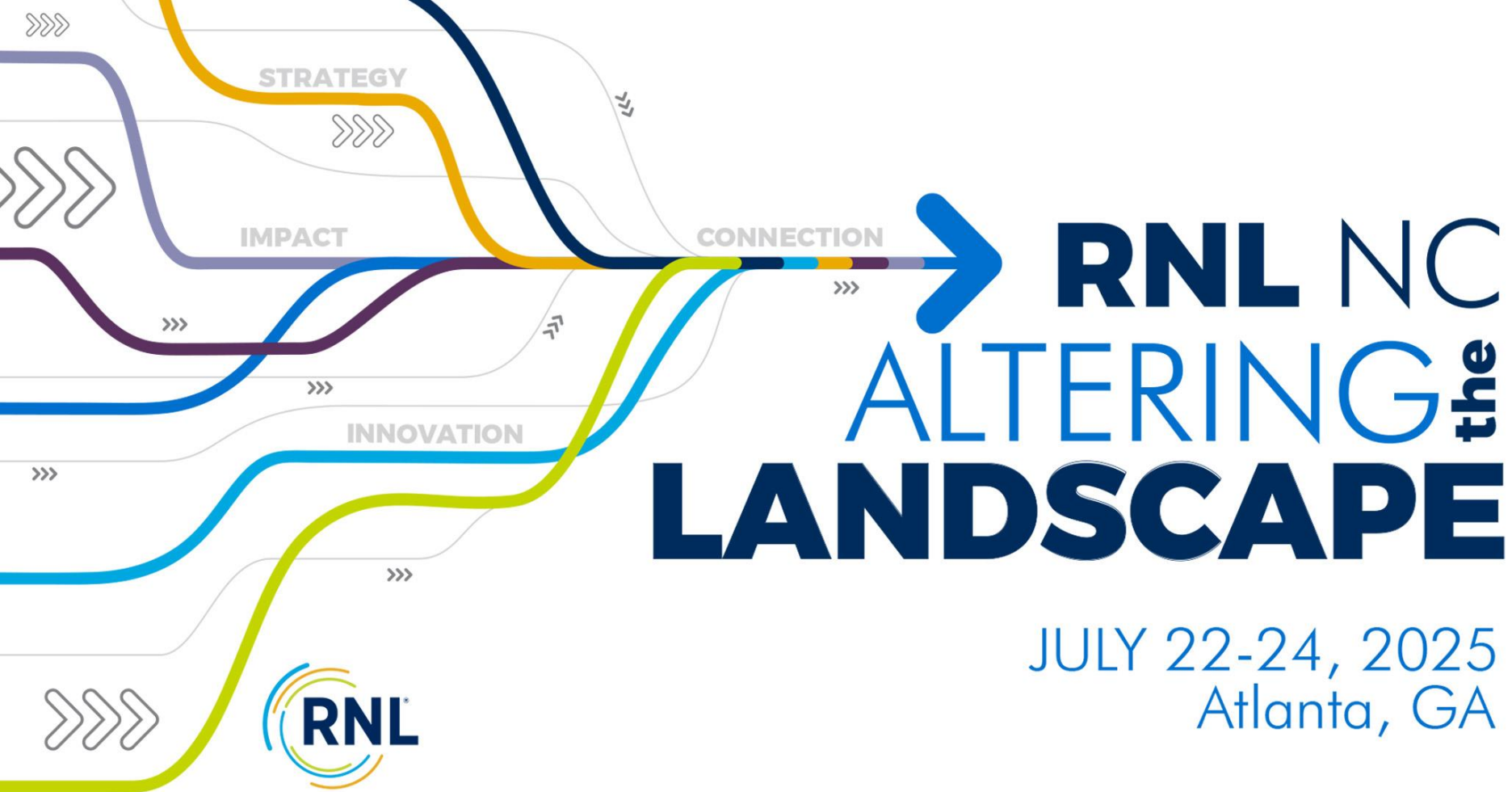


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