

Talk about leadership:

Tips for success and impact

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BONUS CONFERENCE

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Two Lenses

- Career
 - Learning to lead
 - Leading others
- Seattle University and our College of Nursing
 - Jesuit focus
 - This location
 - Our Mission
- Stereoptic View

Context and Challenge

- Nursing profession on the rise
- Colleges often short on resources
 - Faculty
 - Staff
- Managing allegiance

**Reality of higher ed – insights on leading
in that reality**

How Does This Relate to Me?



Universities are cathedrals of the modern age.

~ David Lodge

Purpose: One Side of Your Cathedral



One Side of Your Cathedral (cont.)



One Side of Your Cathedral (cont.)



Purpose: Other Side of Your Cathedral

- What part of YOUR work gives you joy?
 - Partner with dean on key initiatives
 - Planning early for reserve to support staff
 - Work through Summer teaching needs
 - Responsible fiscal management
 - Improving processes
 - Serving as advisor

The future belongs to those who see possibilities
before they become obvious.

~ John Scully

Relationships: Who THEY Are

- Dean
- Direct Stakeholders, such as
 - Faculty
 - Students
 - Staff
- The Adjacencies (example)
- Community
 - Campus
 - BONUS

Relationships: Who YOU Are

□ Character

- Honesty/Integrity
- Values
 - Personal gain
 - Servant leadership
- Humility
 - Not meekness, but balanced view of strengths and weaknesses
 - Appreciating others' worth – Brad Tilden
 - What do you think is the ***most*** important question we all have of leaders?

Do You See Me?



Imagine Feeling Seen



“Do you See Me?”

- Four ways to help people feel seen
 - Learn and use their name
 - Pause what you are doing, look at them and SMILE
 - Appreciative gestures
 - An email acknowledging their concern (and response in follow up)
 - Sincere thank you (publicly, if appropriate)
 - Show genuine interest in them personally
 - Authentic interaction
 - Seek input – accept and give credit for other's ideas
 - Invite and listen to critical feedback

Who You Are...

- Character and “seeing” another have powerful and positive effects on a person’s dignity
 - What does this have to do with gaining support?
 - With getting the work done?

People will work for a living
but they’ll die for recognition.

~ Lee Odden

Influence: Motivation

- Justin's secret
- What interesting ways can you think of to show gratitude to those at work...?

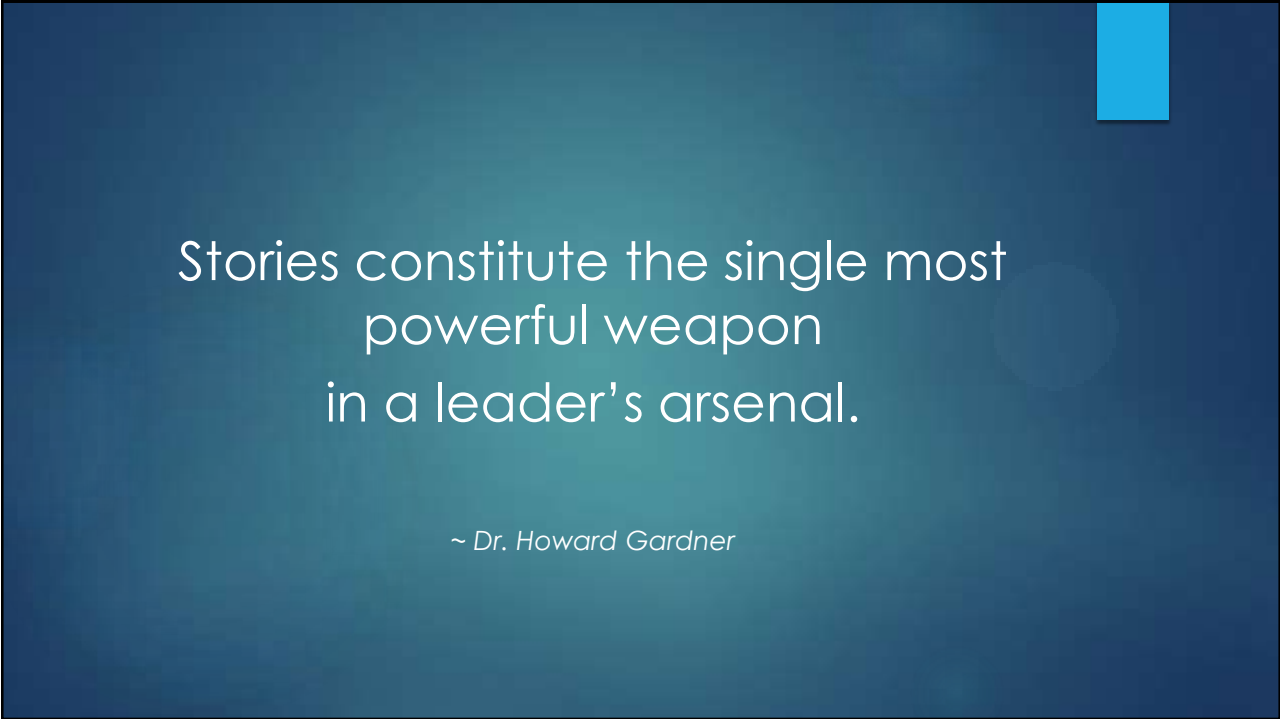
Outstanding leaders go out of their way to boost the self-esteem of their employees.

If people believe in themselves,
it's amazing what they can accomplish.

~ Sam Walton

Influence: Inspiration

- Storytelling
 - Create the plot
 - Choose the frame
 - Control the narrative
- Leader as "Chief Story Teller"
 - Motivating team
 - Gaining support of bosses, peers, external parties
 - Building consensus among diverging parties
 - Handling problems



Stories constitute the single most
powerful weapon
in a leader's arsenal.

~ Dr. Howard Gardner



Self-Management: Personal Agency

- Finding and calling on passion
 - Your "cathedral"
 - The "I" and the "It"
- Unconditional Responsibility
 - Motivation vs. commitment
 - Genuine accountability

Self-Management: Confidence

- A "Goldilocks" Issue
 - Too little
 - Holding oneself back
 - Women vs. men
 - Imposter syndrome
 - Too much
 - Arrogance
 - Abuse of power
 - Just right
 - Objective view of self, trusting self
 - Power awareness, wisdom

Self-Management: Looking Inward

- Leading is both fun and challenging
 - It's about people
 - Conflicting needs
 - Budget challenges
 - Time pressures and work load
- Can be depleting
 - Self-monitor
 - Restore

Personal Anchors



Allies vs. Confidantes



Sanctuary



Inspired Heart

