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
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