

You Don't Need a Leadership Title to Be a Leader

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TRUSTED ADVISORS IN AN UNPREDICTABLE WORLD

After the COVID-19 pandemic affected students' education and institutions' operations alike, the past months have seen a flurry of new laws, programs and announcements by governments and regulatory bodies. These developments have a major impact on Title IV aid, financial statements and far more. Check out these resources for a primer on the most important programs and processes for institutions.

Leader vs. Manger

- ▶ Who can give us a definition of a Leader?
- ▶ Who can give us a definition of a Manager?
- ▶ Do they differ?

Definition of Leader

- ▶ A simple definition:
- ▶ Leadership is the art of motivating a group of people to act toward achieving a common goal. They are the person in the group that possesses the combination of personality and leadership skills to make others want to follow their direction.

The 5 Essential Qualities of a Great Leader

Clarity

- They are clear and concise at all times—there is no questions of their vision and what needs to be accomplished. This gives others the opportunity to digest their goals and decide whether or not they will support their cause. Generally, very few people know what they want, much less how to get there, so they will gravitate towards those who appear to have a clear picture in mind--good clarity leads to great achievement.

Decisiveness

- Once they have made up their mind, they don't hesitate to commit--it's all hands on deck. They show great consistency with their decisions, rarely backing out or changing their minds unless it is absolutely necessary.

Courage

- Boldness is both something you can develop and something that is blessed as a virtue. Although some people are naturally more fearless than others, practicing how to be fearless--or at least project fearlessness--is a completely doable task, one many have achieved in order to fulfill their role as an amazing leader.

Passion

- There's nothing more inspirational than seeing someone who cares about what they do--the best leaders exhibit boundless energy and passion for what they do. Don't be shy about your passion for whatever it is you are leading

Humility

- While confidence is a very attractive trait in leaders, there's nothing like a humble character for creating a lovable persona. Great leaders admit when they are wrong and take criticism as an opportunity for growth. Show the world how grateful you are to be where you are.

Definition of Manager

- ▶ A Good Manager is the one who, along with his/her employees are devoted to work optimally out of respect for the good will and goal meeting strategy of the organization. A Good project manager will always show a great degree of respect and kindness towards his/her employees.
- ▶ According to American social and organizational psychologist Robert Katz some basic types of management skills include:

-
- | | |
|---------------------------------|-------------------|
| • Technical Skills | • Problem-Solving |
| • Conceptual Skills | • Communication |
| • Human or Interpersonal Skills | • Decision Making |
| • Planning | • Delegation |
-

You Don't need a Leader's Title To be a Leader

- ▶ In fact, if you do not behave/act like a leader you will either:
 - ▶ Never get the title or
 - ▶ You will get the title and not hold it, do a good job and achieve the respect of those you lead.
 - ▶ Howard's Story
 - ▶ Greg's Story

There are Many Leadership Styles

▶ Transactional Leadership

- ▶ **Pro:** Confusion and guesswork are eliminated, because tasks and expectations are clearly mapped out by the leader.
- ▶ **Con:** Due to the rigid environment and expectations, creativity and innovation may be stifled.

▶ Transformational Leadership

- ▶ **Pro:** Leaders are able to establish a high level of trust with employees and rally them around a shared vision or end goal.
- ▶ **Con:** In environments where existing processes are valued, this desire to change things up can ruffle some feathers.

There are Many Leadership Styles- Continued

▶ Democratic Leadership

- ▶ **Pro:** Creativity and innovation are encouraged, which also improves job satisfaction among employees and team members.
- ▶ **Con:** Constantly trying to achieve consensus among a group can be inefficient and, in some cases, costly.

▶ Servant Leadership

- ▶ **Pro:** This approach boosts morale and leads to a high level of trust, which results in better employee performance and a more positive company culture overall.
- ▶ **Con:** It's challenging. Constantly pushing your own needs and priorities to the backburner isn't something that comes as second nature for most of us.

There are Many Leadership Styles - Continued

- ▶ We both believe in SERVANT LEADERSHIP
- ▶ Servant leadership is a leadership philosophy in which the main goal of the leader is to serve first and lead second. Rather than thinking about how they can inspire people to follow their lead, they channel the majority of their energy into finding ways that they can help others. They prioritize the needs of the other people above their own. This is different from traditional leadership where the leader's main focus is the thriving of their company or organizations.

The Leadership Pyramid

Each layer can have multiple layers.

EMPLOYEES, for example can be, from the top, your FAAs, then Front Desk and/or back office Personnel

HIERARCHY OF EGO



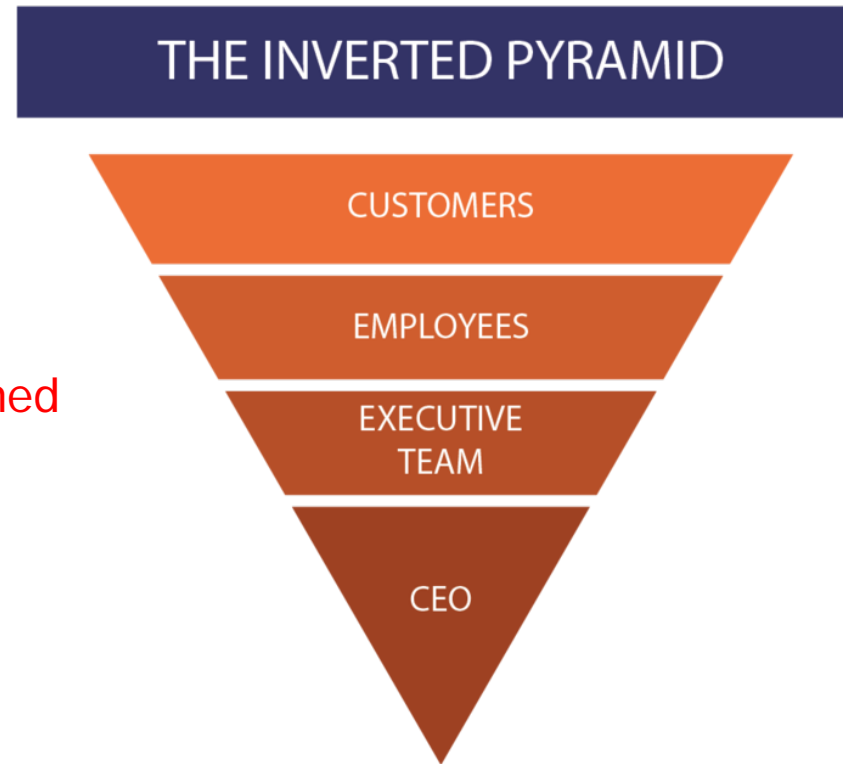
Why use the Pyramid?

- ▶ Who is more important - you or your staff?
- ▶ If change is needed, who would know that best?
- ▶ If change is coming (let's say new software) what would happen if you left out the bottom of your pyramid in initial and subsequent discussions?
- ▶ What would happen if you went to them first?

This is Truly How the Pyramid Should Appear In your Leadership Style

In a book by Robert H. Heinlein,
regarding a future society -

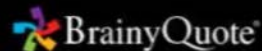
WHICH JOB/TRADE do you think earned
the highest compensation?



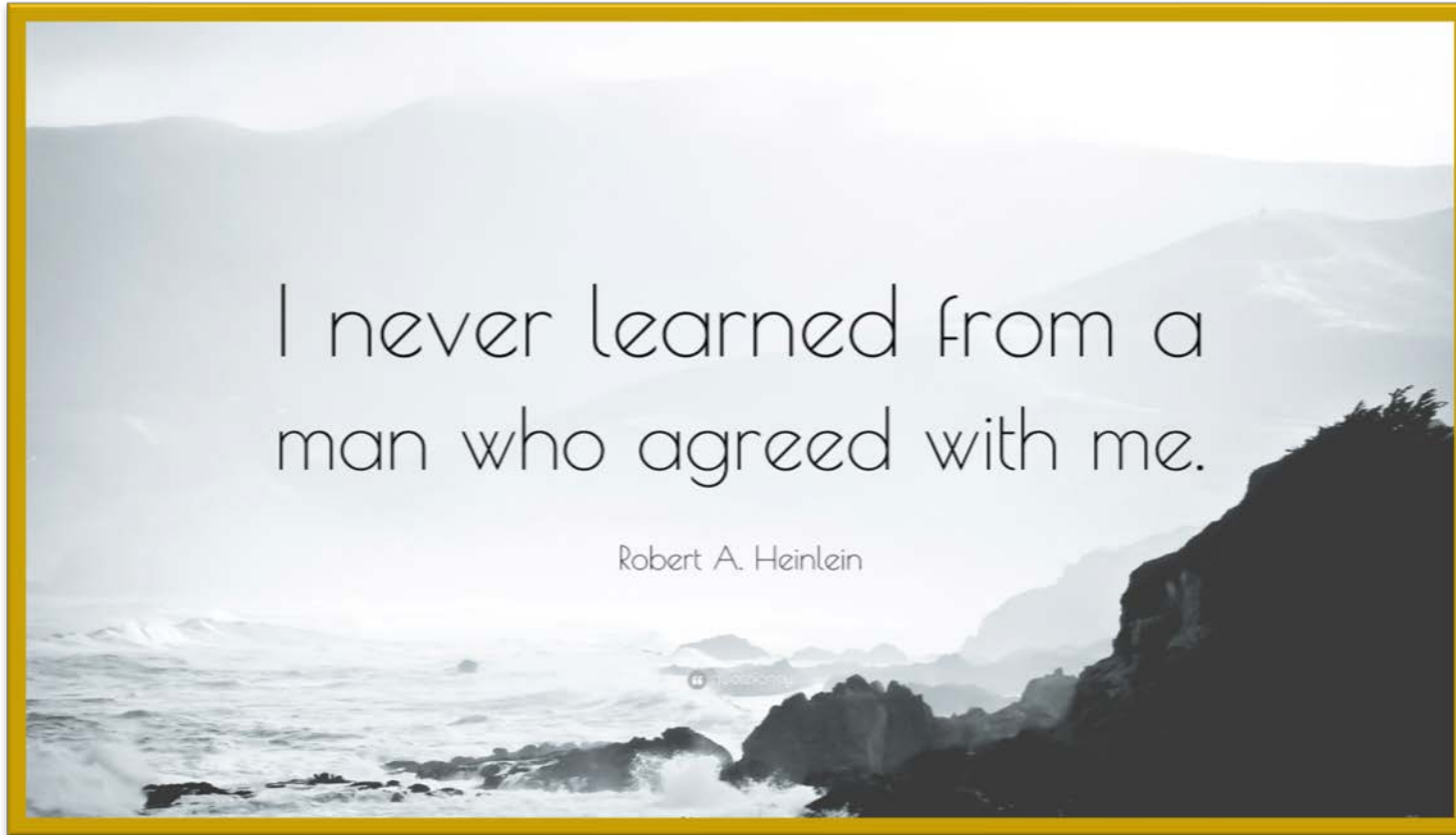
QUESTIONS?

**I never learned from a
man who agreed with me.**

Robert A. Heinlein



Questions?



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