Ready to change the world; not just change with it
# Accelerated Disruption in Higher Education

- Students have changed.
- Students and parents’ priorities have shifted.
- Faculty have changed.
- The higher education ecosystem has changed.
- Universities’ financial model is under severe stress.
Change through People First

Leadership is the willingness to act, mobilize, and transform.
Your Personal Leadership Brand

- What are the three principles that will guide you as a leader?

- What are three things you will do to make your principles clear to those you are leading? How will others see your principles in action? How will you walk the talk?

- What are your top three goals for this upcoming year?
Follower’s Four Basic Needs

- Trust
- Stability
- Hope
- Compassion
Inspire through Trust

- Connect to a deeper sense of purpose
- Don’t focus on sales or transactional processes
- Deep sense of purpose is highly motivating
- In a crisis- communicate with transparency
Stability: Be the Change

- Quick, small wins
- Support staff initiatives to move the change forward
- Actions that will fundamentally change the way the organization behaves
- Investments that will inform and empower people to find solutions
- In a crisis—act with urgency
Mobilize through Hope

- **Vision:** Where are we going? Why? When? How?
- **Clear milestones**
- **Hold yourself and others accountable to meeting the vision.**
- **Repeat the vision frequently**
- **In a crisis—take responsibility, communicate the vision & focus on solving problems**
Culture of Compassion

• Active, constant listening
• Transparent feedback loops
• Help people to focus on the future while valuing the past and present.
• Learning brings the best out in people

In a crisis—Engage in constant updating. People need to hear from you.
Your Personal Leadership Brand

What are the three principles that will guide you as a leader?

What are three things you will do to make your principles clear to those you are leading? How will others see your principles in action? How will you walk the talk?

What are your top three goals for this upcoming year?
Change is the hardest at the beginning, messiest in the middle, and best at the end.

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Resources

- hbr.org/2020/04/what-good-leadership-looks-like-during-this-pandemic
- Tom Rath and Barry Conchie, Authors of *Strengths Based Leadership*
- www.ted.com/talks/jim_hemerling_5_ways_to_lead_in_an_era_of_constant_change?language=en
Resources

• https://marker.medium.com/the-pandemic-will-reshape-higher-education-c8d3a1a52be8
• https://www.higheredjobs.com/blog/postDisplay.cfm?blog=25&post=1843