

Principled Academic Leadership

Session 10: Capstone and Conclusion

By the National Center for Principled Leadership & Research Ethics at the University of Illinois at Urbana-Champaign

based on the work of C. K. Gunsalus

photo: Jeremy Thomas

design: Aaron Robinson



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Homework

1. Prepare to discuss the Capstone Case at our next (final!) session.
2. Review your journal and start an Individual Development Plan for how you will continue your growth as a leader.



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CAPSTONE EXERCISE:

Pulling it all together

Each group will present ideas to the full cohort:
Each group is (together) the director of the institute.
Use everything we have discussed this year.
How will "you" address these challenges?



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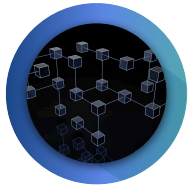


Accountability Transparency Process



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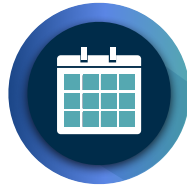
Academic Environment



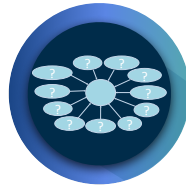
Decentralized Environment



Rewards & Incentives



Long Term Relationships



Multiple Constituencies

Today's World...



Volatility



Uncertainty



Complexity



Ambiguity

"Formative Distrust"

Leading with Intention









Leadership with a clear sense of purpose and direction in mind.

and



How you get there is just as important as *what* you are trying to achieve: the right goal can be undermined by flawed or absent process.




Leadership Responsibilities

-  Establishing and communicating purpose
-  Making effective and ethical decisions
-  Creating, managing responsive processes
-  Cultivating culture of open, frank communication
-  Building, empowering a functional team
-  Create a culture of inclusive excellence

Principled Academic Leadership Foundations



Putting Into Practice

-  Communicating the framework (assumptions)/modeling the thinking
-  Building trusting relationships with people around you
-  Creating a practice for trying new things and learning from them

Reading: What do you want to learn about?

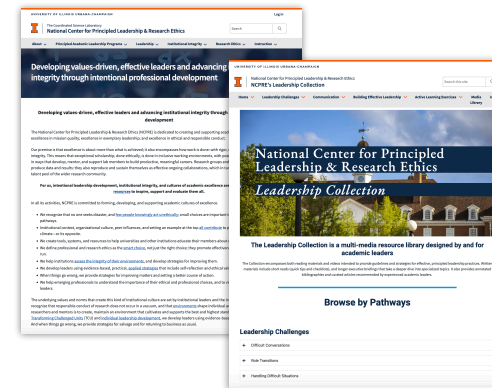


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NCPRE website
<https://ncpre.cs.illinois.edu>



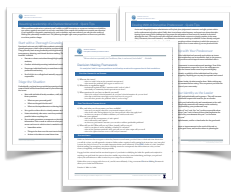
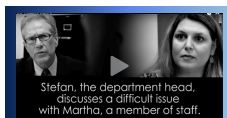
Leadership Collection
<https://lcpathways.web.illinois.edu>



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NCPRE Leadership Collection

Collection of resources for developing yourself, motivating, and leading strategically



Focal Areas

1. Developing Yourself
2. Leading and Managing a Unit
3. Leading Beyond the Unit

Collections

- Just-in-time (now!)
- Deep Dive (deep knowledge)

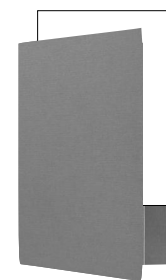
Updates

The Leadership Collection is regularly updated with new resources



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50+ Short Cases



With
Answers!



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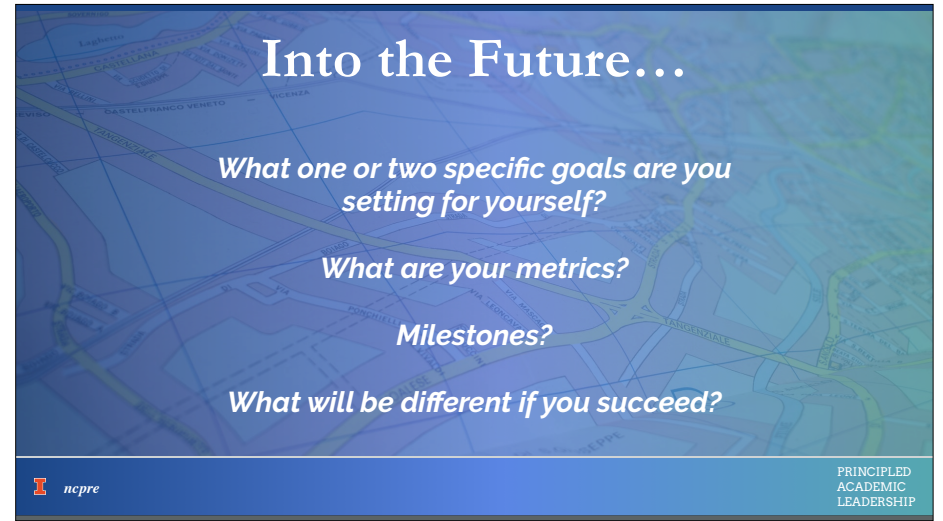
Into the Future...

What one or two specific goals are you setting for yourself?




What are your metrics?

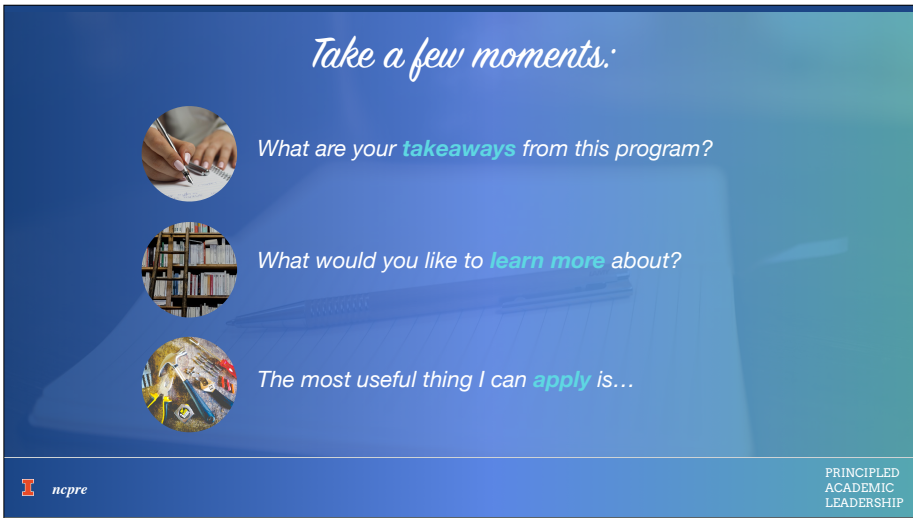
Milestones?

What will be different if you succeed?



Take a few moments:

-  What are your **takeaways** from this program?
-  What would you like to **learn more** about?
-  The most useful thing I can **apply** is...



Focus on principles and facts.
Don't let it be about you.






Manage for the good of the whole.

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*Change the script by
changing your lines.*

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“Action expresses priorities”




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Questions or concerns?

Key takeaways?

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Thank you!

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Ann Briggs Addo, Bob Easter, BrandE Faupell, Kimberly Foster,
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*Please help your colleagues by
completing an evaluation.*

