

Taking it Back to Campus

Managing Up for Influence and Impact



A Diagnostic Tool

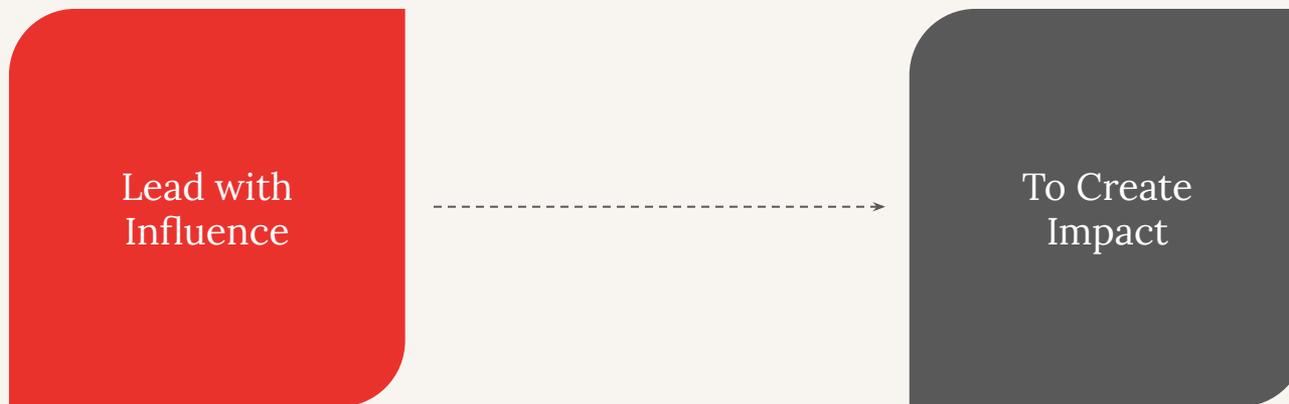


“Leadership is a *social process* that enables individuals to work together to *achieve results* that they could never achieve working alone.”

Leading from
wherever you
sit...

Center for Creative Leadership

As you return to campus...



What's your *frame*?

Symbolic

Symbolic leaders believe that the essential task of management is to provide vision and inspiration. A symbolic leader uses symbols, tells stories, and frames experience in ways that give people hope and meaning.

Structural

Structural leaders emphasize rationality, analysis, logic, facts, and data. They are likely to believe strongly in the importance of clear structure and well-developed management systems.

Human Resource

Human resource leaders believe that the central task of management is to develop a good fit between people and organizations. Human resource leaders believe in the importance of coaching, participation, motivation, teamwork, and good interpersonal relations.

Political

Political leaders emphasize the importance of building a power base: allies, networks, coalitions. A political leader is an advocate and negotiator who understands politics and is comfortable with conflict.

What's your *institution's* frame?

Symbolic

Symbolic organizations use symbols, tells stories, and frames experience in ways that give people hope and meaning.

Structural

Structural organizations focus on data, rational thinking, structures, and process to guide organizational planning and engagement.

Human Resource

Human resources organizations orient around collaboration and care to create alignment between people and the organization

Political

A political organization operates through allies, networks, and coalitions, surfacing conflict and advocating for resources in pockets across the organization.

What's your leader's frame?

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What does your leader *need*?

Context



Brevity

A Focus on Outcomes



A Focus on People

Clear Data



A Compelling Story

Clarity of Structure

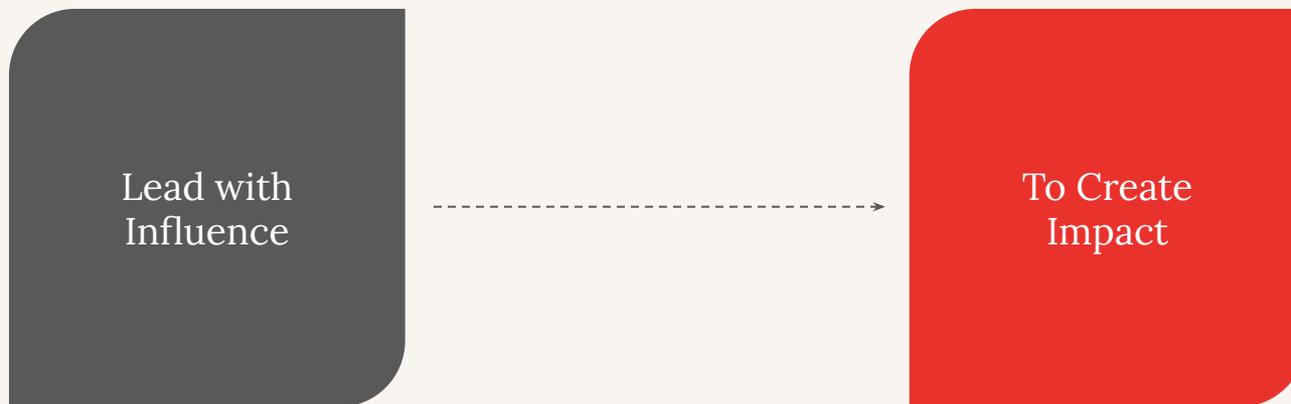


Clarity of Action

Is there *alignment*?

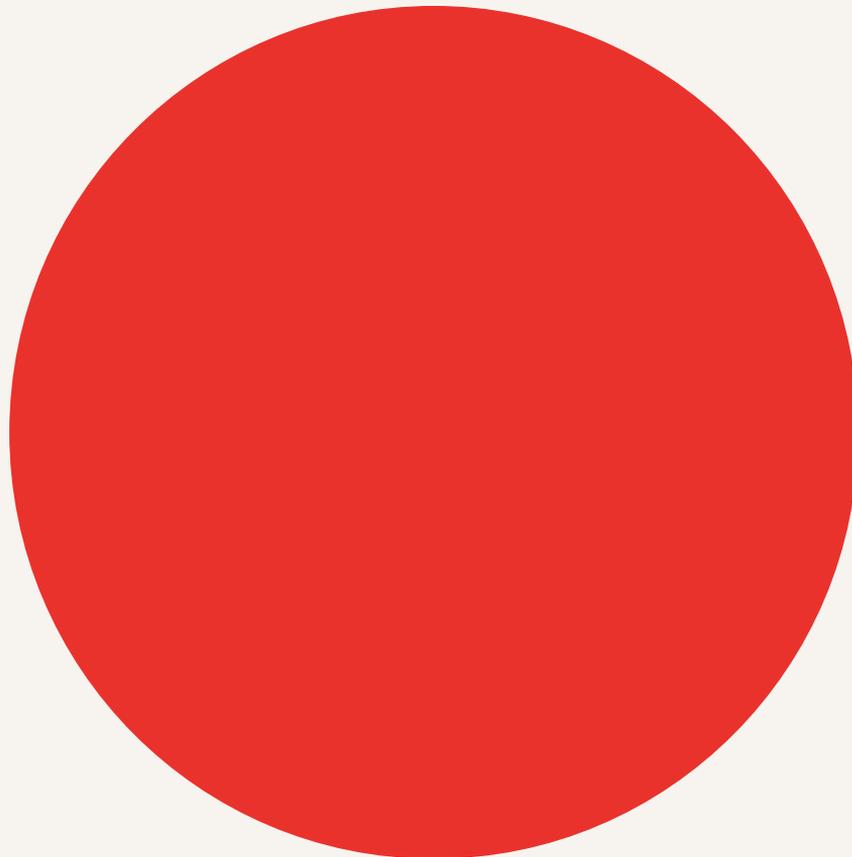


As you return to campus...



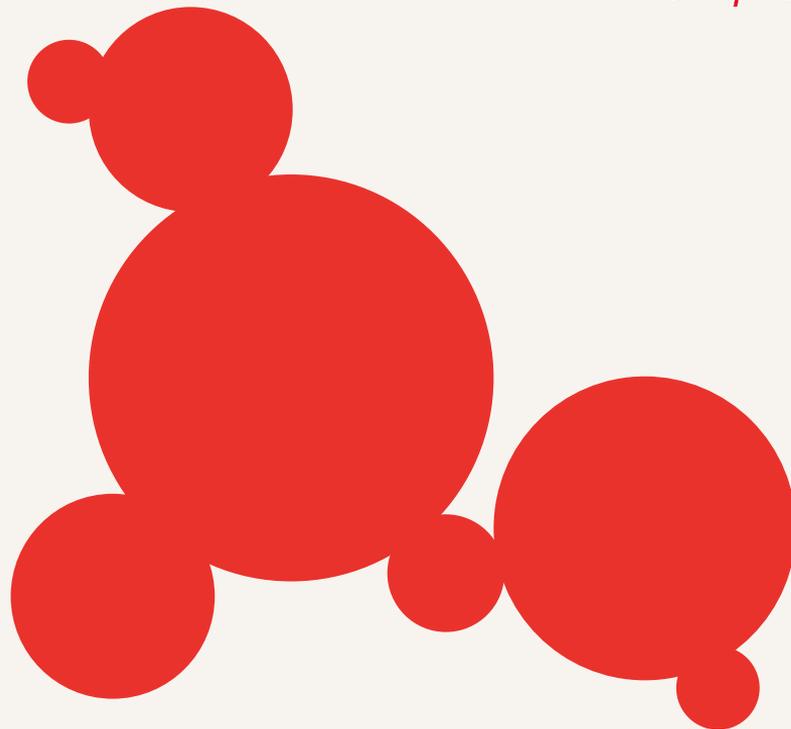
Maybe you're
leaving with one
big idea...

Lorem ipsum dolor sit amet, consectetur
adipiscing elit, sed do eiusmod tempor
incididunt ut labore et dolore magna aliqua.



But it's probably
at least a few.

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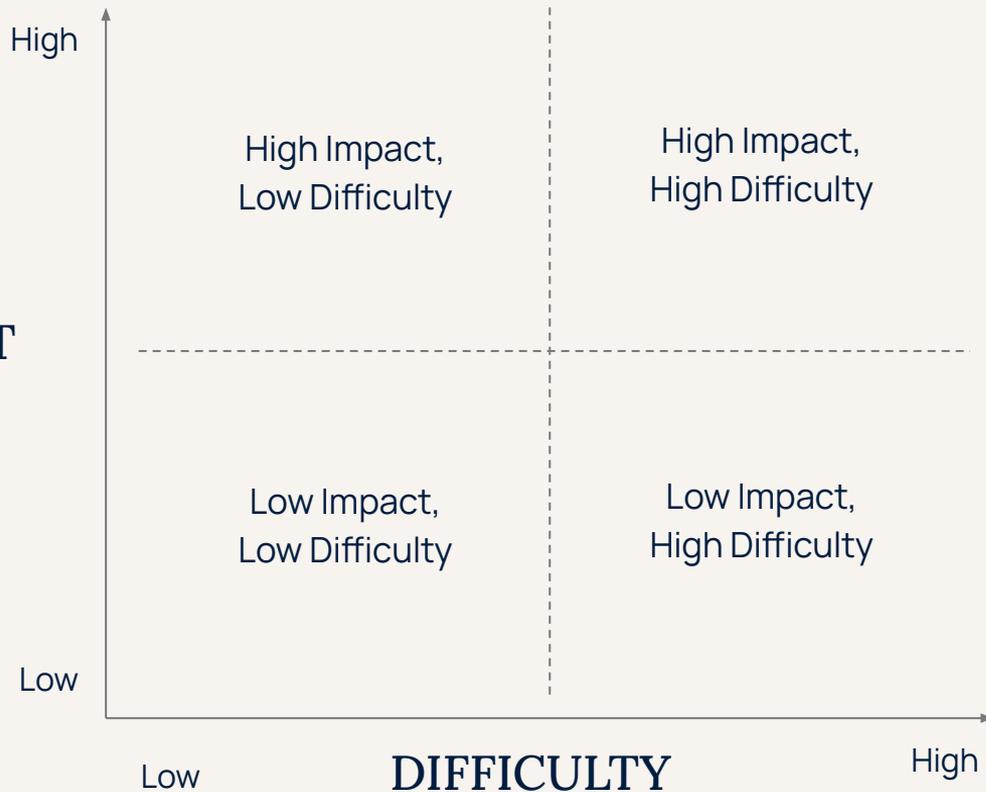


Prioritizing Ideas for Impact

Impact defined as growth toward your vision or contribution to your goals

Difficulty defined as the degree to which an area requires time, human capital, and financial resources to achieve

IMPACT



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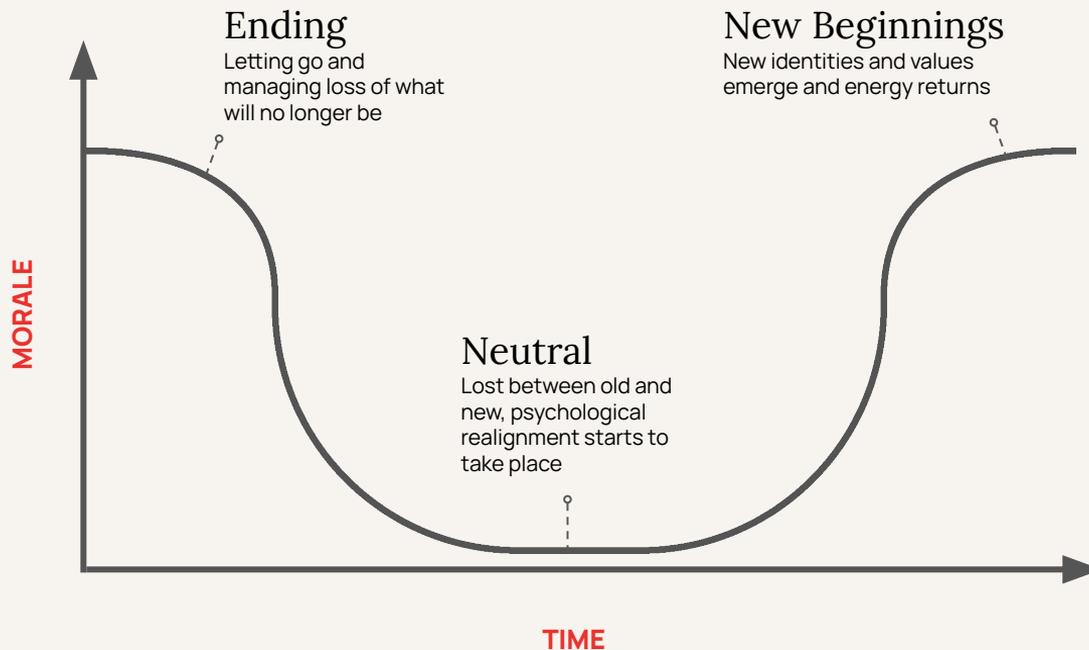
IMPACT



Plan for Change



Change is the Event. Transition is the Work.



Thank you,

for another magical year.
Please take five minutes to
complete the exit survey.



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