

Leadership Forum Notes
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Secrets of Leading Successfully in Academic Environments

Good and successful leaders possess the following skills and characteristics:

- 1.) They are trustworthy. Trust is essential for leaders. To be trustworthy, you must be:
 - a. Reliable.
 - i. Finish what you start.
 - ii. Learn to master your small commitments.
 - b. Honest.
 - i. Put a lantern on your mistakes.
 - c. A person of good faith.
 - i. Don't be creepy.
 - ii. Nice vs. polite. Being nice takes work.
 - iii. Thank people for their work and mean it.
 - d. You are vulnerable.
 - i. You have something to lose and realize that it takes contribution from both sides for things to work.
 - e. You are competent.
 - i. Don't over-promise.
- 2.) They are good story tellers.
 - a. Stories define us (families, businesses, etc.).
 - b. Stories are great ways to communicate rules.
 - i. They help people understand.
 - ii. They follow the same grammar world-wide.
 1. They are short.
 2. They have a point.
 3. They have value (you have to care about it).
 - iii. Use stories or factoids to communicate values, good vs. bad, etc.
- 3.) Leaders create loyalty.
 - a. Spontaneous rewards take work and planning but pay off.
 - b. Make yourself important to the people who matter.
 - c. Appreciate what people do even if it isn't what you want.
 - d. Show up to things that matter to people (i.e. funerals).
- 4.) Leaders have a strong sense of purpose.
 - a. Motivate by the result.
 - b. Believe in the thing (whatever that is: students, helping others, etc.).
- 5.) They exude optimism.
 - a. Reframe things. Perception makes a difference.
 - b. Label things differently. Also impactful.

Make sure people aren't disappointed, and realize that if you do all of these things as a leader, you are "working for tips."