

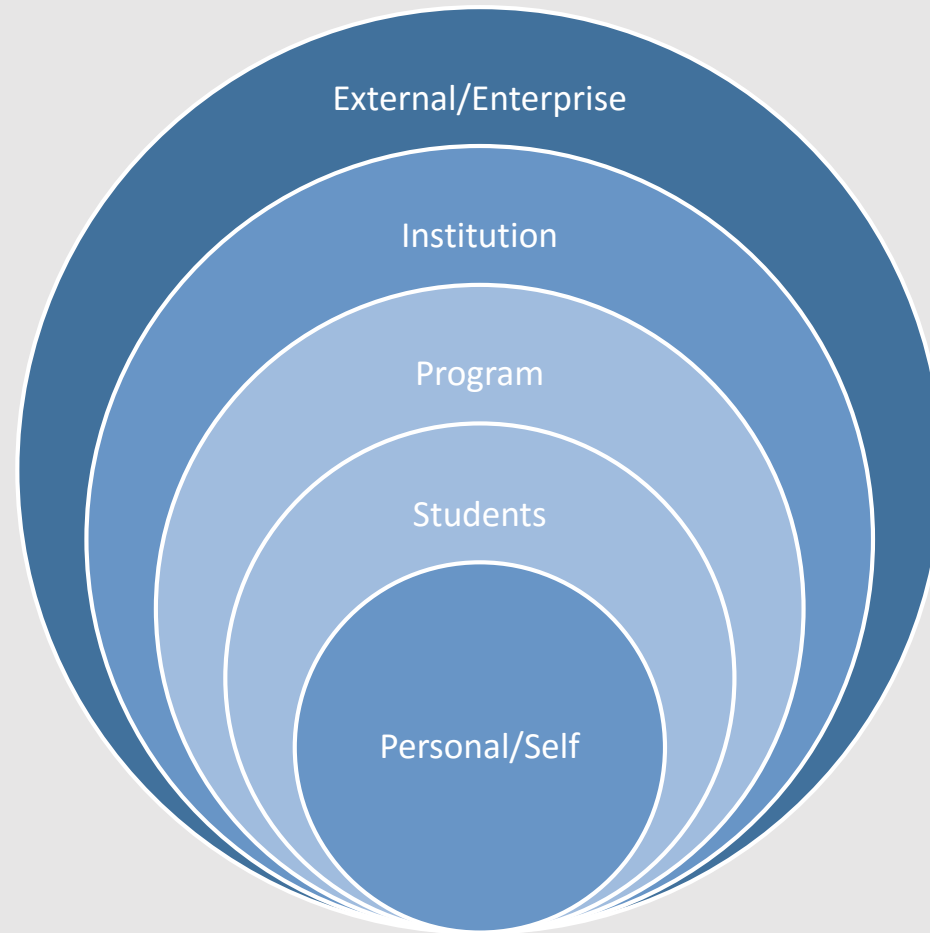


# LEADERSHIP

Tri-State Consortium of  
Opportunity Programs in Higher Education  
Leadership institute  
April 11-15, 2015

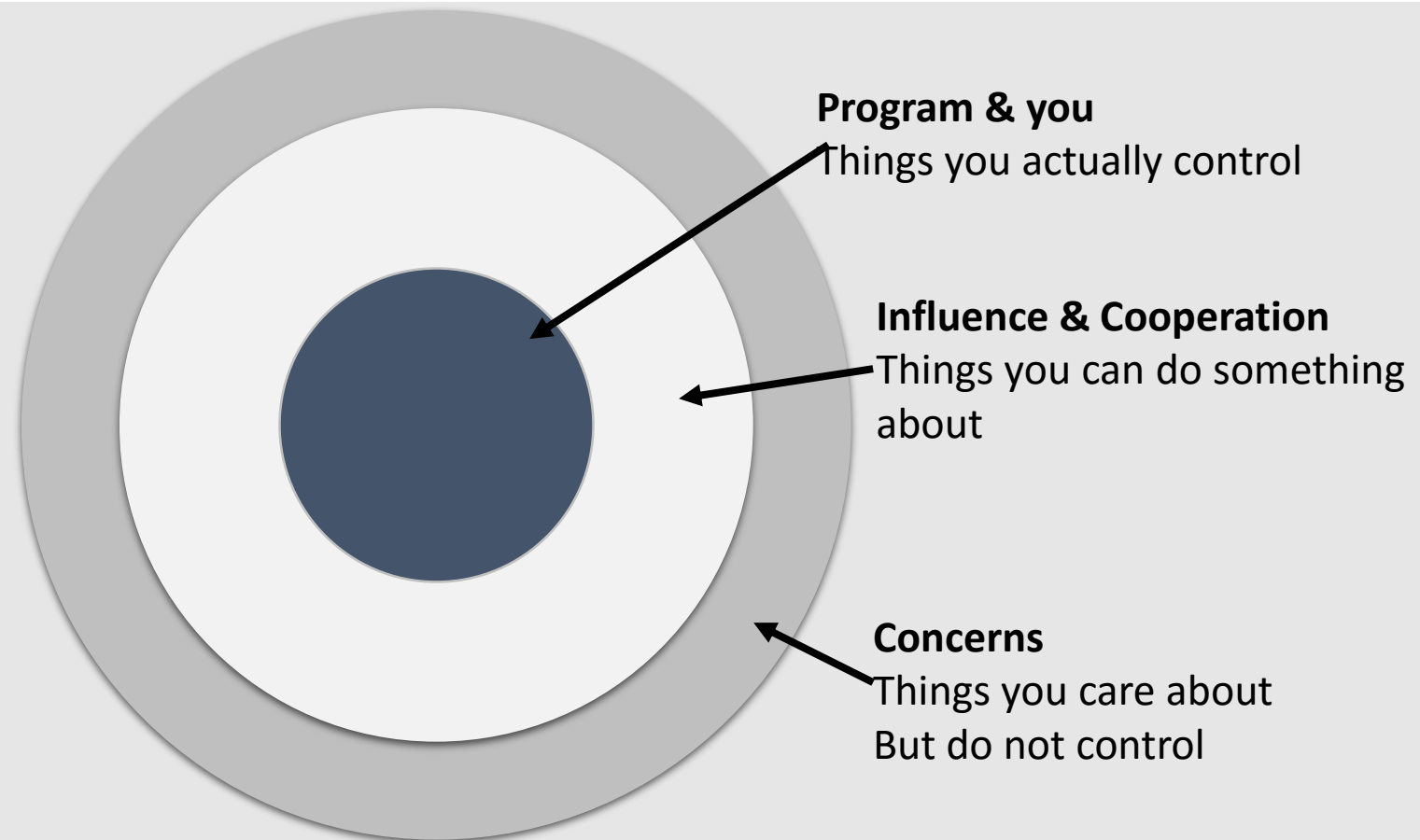
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# LEADERSHIP CHALLENGE- AREAS OF CONCERN



# CIRCLES OF INFLUENCE

CHALLENGE – EXPAND PROGRAM RESOURCES BY TAKING PROACTIVE STEPS TO EXPAND THE CIRCLE OF INFLUENCE THROUGH RELATIONSHIP BUILDING



# LEADERSHIP VS MANAGEMENT?

- What is leadership?
- Is Leadership a function of position/title or a matter of poisoning?
- Are the mutually exclusive or do they overlap?
- Does a good manager need leadership skills?

# LEADERSHIP VS MANAGEMENT

## Leaders

- **Creating value**
- **Circles of influence**
  - count the number of people outside your reporting hierarchy who come to you for advice
- **Leading people**

## Managers

- **Counting value**
- **Circles of power**
- **Managing work**

# LEADERSHIP VS MANAGEMENT

Leaders

- Light a Fire UNDER People

Managers

- Light a Fire IN People



# LEADER V MANAGER

## Leader

- Wants to create the future
- Needs to make change
- Thinks ideas
- Welcomes risk
- See problems as opportunities, is patient
- Substance trumps Procedure
- Your Best college teacher
- High emotional intelligence

## Manager

- Oversees current activities well
- Looks to achieve balance
- Thinks execution
- Comfortable with control
- Problems are just that and need resolution ASP
- Procedure is paramount
- Instructs as to technique

# LEADERSHIP V MANAGEMENT

## Leadership Characteristics

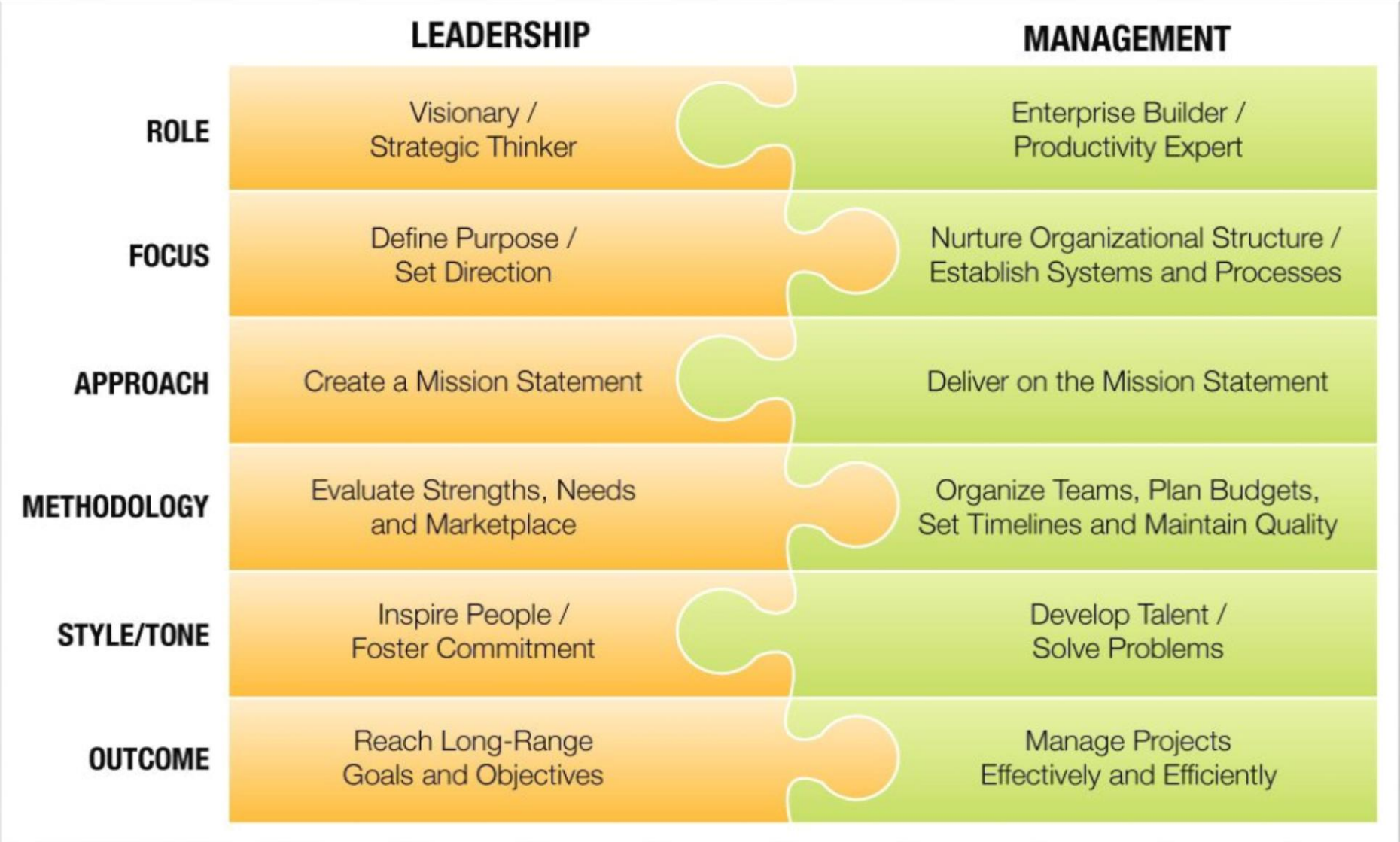
- Strategic & people oriented focus
- Setting direction & goals
- Motivate & inspire people
- Establish principles
- Team building & talent development
- Develop new opportunities
- Promote innovation
- Empower & mentor people
- Engage risk and instigate change
- Long term, high level perspective

## Management Characteristics

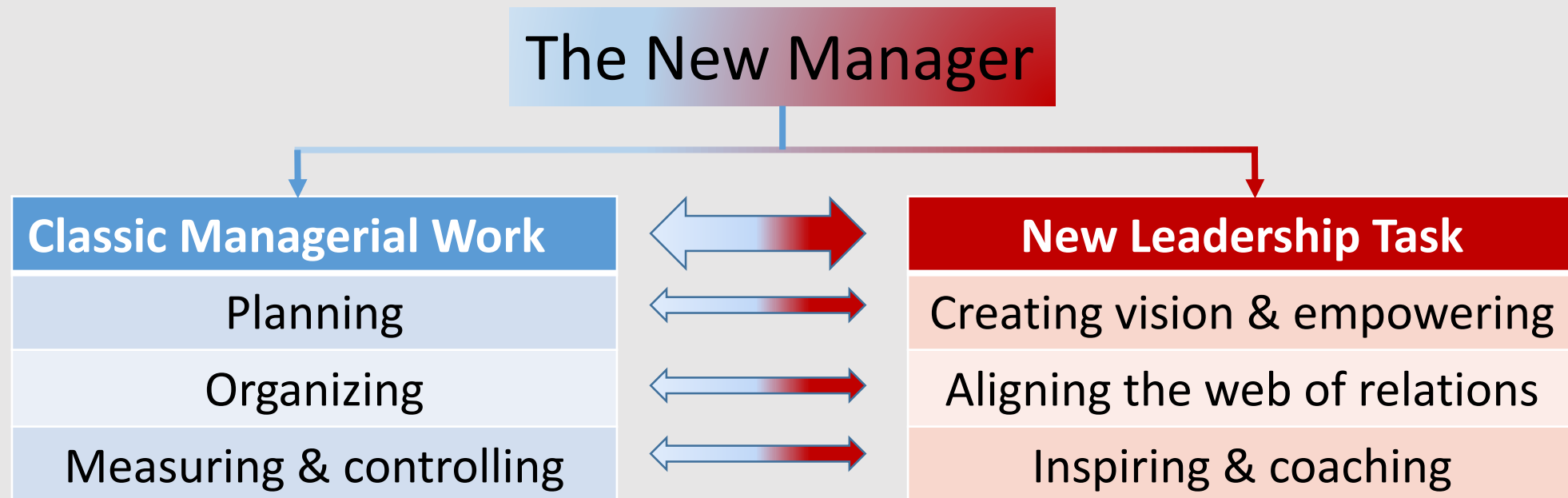
- Tactical & organizational perspective
- Planning and coordination
- Administration & maintaining systems
- Develop policies
- Allocation & support of resources
- Solving logistics
- Ensuring conformance to standards & procedures
- Instructing & directing people
- Management & containment of risks
- Short term, detailed perspective



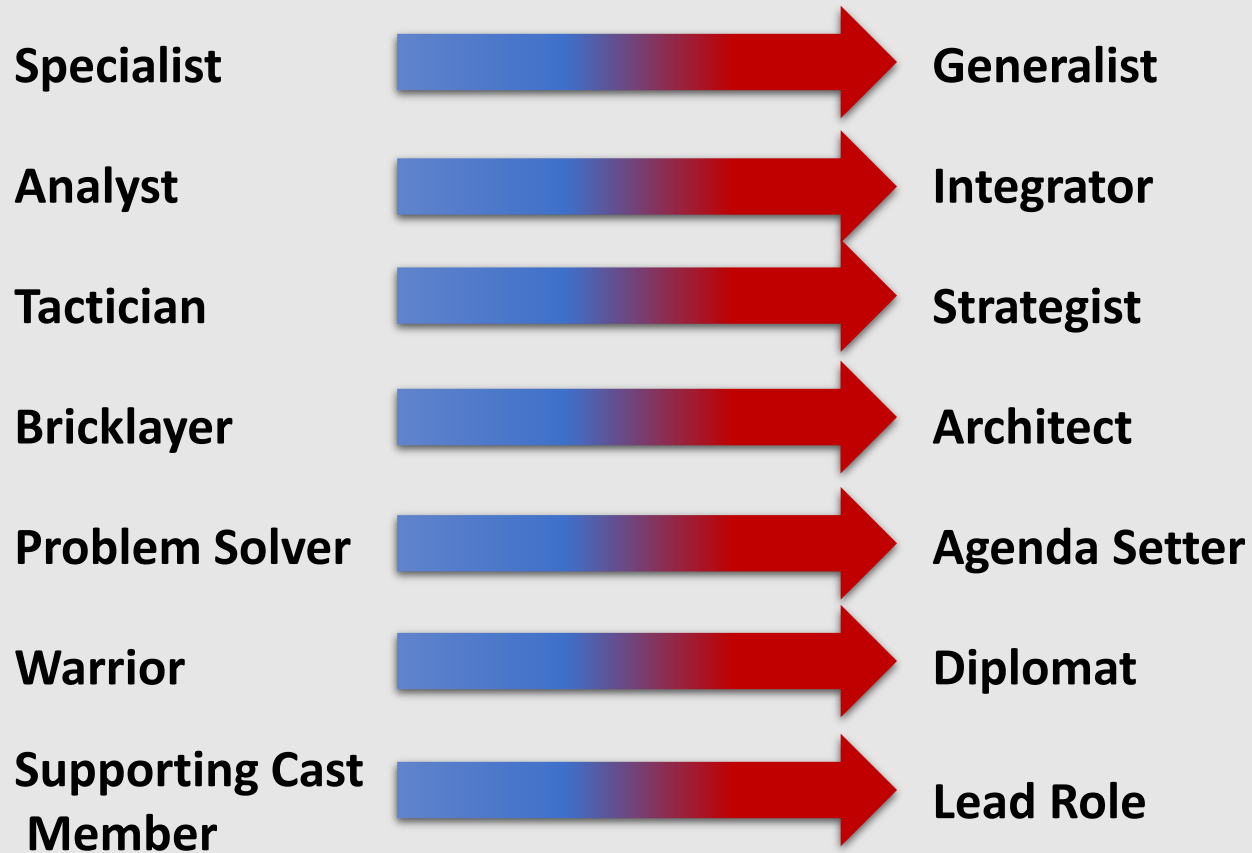
# LINKAGES



# LEADING & MANAGING



# SHIFT FROM MANAGER TO LEADER



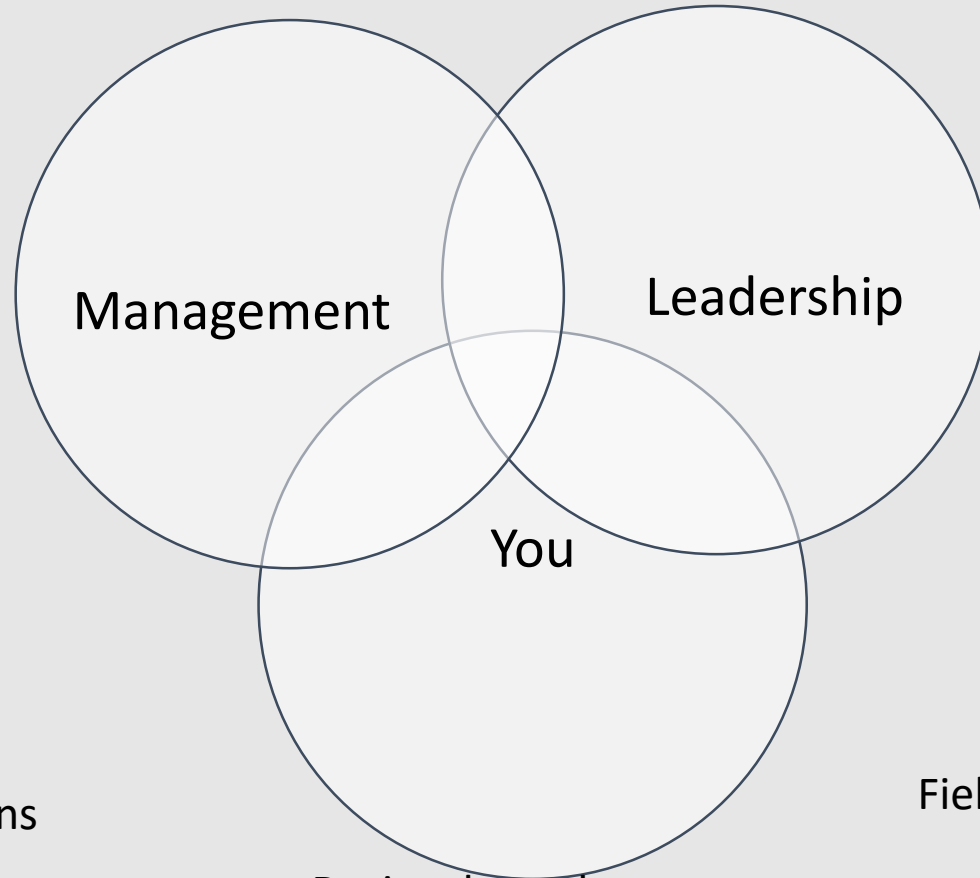
# LEADING & MANAGING

Resource allocation  
& maintenance

Administration

Tracking  
& scheduling

Technical functions



Goal Setting

Team Building

Coaching

Field Specific Work

Duties that rely on past  
experiences & existing knowledge