

Organizational Leadership 101

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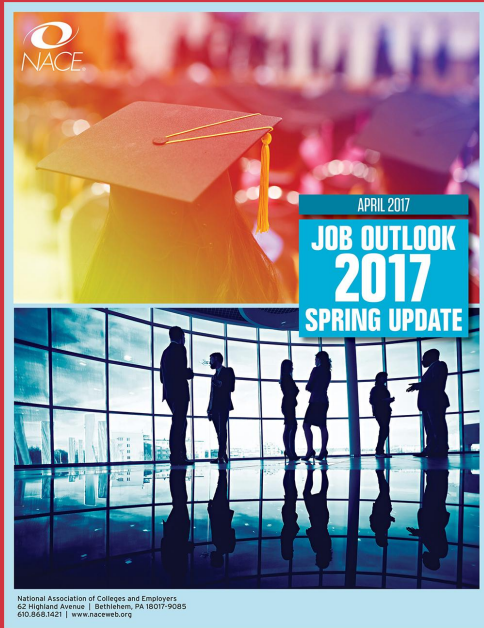
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Why is Leadership Important?



Ability to work on a team	78%
Problem-solving skills	77.3%
Communication skills (written)	75%
Strong work ethic	72%
Communication skills (verbal)	70.5%
Leadership	68.9%
Initiative	65.9%

How Do You Develop Leadership?

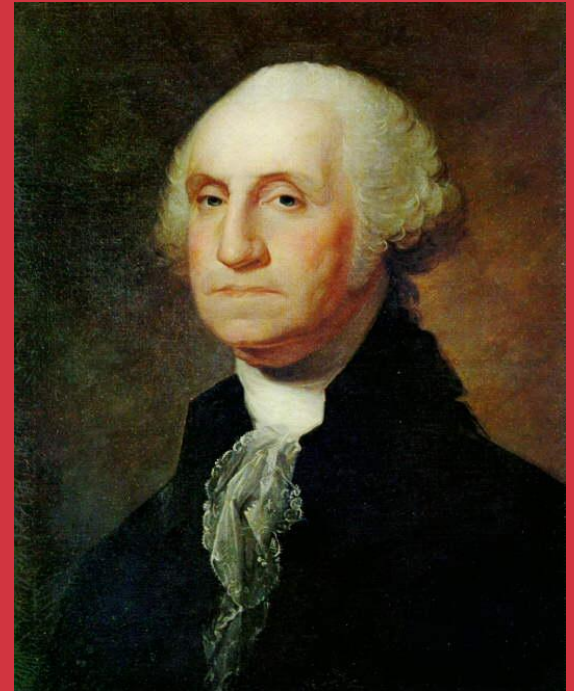
- Discussions about Socio-Cultural Issues
- Mentoring Relationships (especially with faculty)
- **Campus Involvement**
- Service
- **Leadership Roles**
- Formal Leadership Programs



What is Leadership?

Historically: “Great Man” Theory

- “Great Men” possess inherent qualities that empower them to lead
- There is only one way to be a leader
- Leaders are born, not made
- Leadership is for men in positions of power



Leadership Today

Leadership is “a relational and ethical process of people together attempting to accomplish positive change”

(Komives, Lucas, & McMahon, 2013, p. 152).

Leaders vs. Leadership

Leader = person

Leadership = process

Partner Listening Activity

What positive change/impact do you want to make with your organization?

What meaningful experiences do you want to create for yourself and others?

Goal-Setting Time

What's *your* role in creating that change? What do *you* need to do to help your organization succeed?

Be specific! What can *you* do with your organization:

1. This month?
2. This semester?
3. This year?

TED Talk

Derek Sivers

“How to start a
movement”

What can't you do alone? Where/when do you need help to accomplish what you want to do?

Who can help you? Try to come up with three resources/partners/offices/people that are here to support you.

Setting Mutual Expectations

What guidelines are set among organization members?

How will the e-board interact with each other and hold each other accountable?

How are you communicating mutual needs between your advisor and organization leaders?

Other Key Skills to Consider

- Task delegation
- Transparent communication
- Democratic decision making
- Conflict management
- Balancing big picture vs. detailed work
- Capitalizing on skill sets of others
- Challenging the status quo

Key Take-Aways

- 1. As leaders, we engage in the group *process* of leadership to create meaningful change.**
- 2. We each have an individual role in creating the changes we want to happen. This requires setting specific short- and long-term goals for ourselves.**
- 3. We can't do it alone. Effective leadership requires teamwork and collaboration. As leaders, we must identify and reach out to our networks of support.**

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