

Leadership Forum Notes
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Leadership Lessons from Some Unlikely Sources

Stories organize what we do and help us understand concepts and lessons. Dr. Raines will use stories from her experience to help convey leadership lessons.

- 1.) *Naïve Associate Professor becomes Department Chair* This story was about Dr. Raines being a new faculty member and being the only one to accept the offer to be Chair in a Dept. that had lots of problems. She says she was unknowing of what she would face, but her boss asked her to take the position on, and she said yes. (She did not realize at the time that she was the last person offered the position.)
 - a. Accept the opportunity that arises—even if you are the lesser candidate.
 - b. You don't know what you can learn from seizing opportunity when it comes your way.
 - c. It can teach you how to navigate tough situations better in the future.
- 2.) *The Case of the ¾ Position for Your Wife* This story starts with her husband being recruited for a faculty position in Oklahoma. They said they would create a position for his wife (Dr. Raines). When they traveled to have the first meeting about the position, both Dr. Raines and her husband met the Department Chair in his office. The Chair spoke directly to Dr. Raines husband and said, "We have only a ¾ position for your wife." Dr. Raines stood up and said, "We're leaving" and walked out of the office. Her husband left too. As they got about 2 flights of stairs down, the Department Chair caught up with them and asked them to come back to talk. They agreed, and they also ended up creating a full position for Dr. Raines.
 - a. Stand up for yourself. You deserve to be treated with respect.
 - b. Forgiveness. You move past things.
- 3.) *University of South Florida, Bad Boss (did not catch exactly what she titled this one)* This story was about Dr. Raines taking a position that she really wanted, with a Dean she wanted to work with very much. After 1 year, the Dean retired. The new Dean was a sexist man and treated Dr. Raines in a discriminatory fashion. He questioned her every move, and inevitably, made her job intolerable. She left the position after only 3 years—not because she couldn't do the job but because she was in a miserable situation.
 - a. Be willing to leave when the position is too demeaning.
 - b. Know when you are ready to handle more (work—not being demeaned).
- 4.) *Adam the Intern* Dr. Raines worked with a student in the Dean's office who left her a gift when he graduated. It was a small plaque that said, "Happiness is doing with a smile what you have to do anyway." He said that summed up the Dean's office. When Dr. Raines asked where he got the quote, he said it was anonymous and that he had seen it on a wall calendar once in the office.
 - a. There will always be a part of the job that isn't fun. When you realize that you can be happy doing that, it can make things better.
 - b. Attitude about what has to be done.
- 5.) General advice for leading others:
 - a. Hug your critics: sometimes, criticism is just that and can be shaken off. However, if you can find a grain of truth to it or keep hearing the same criticism, it may be time to listen.
 - b. "Put your big girl panties on and deal with it."
 - c. Tell people when you see their talent and when they ready for the next step.
 - d. Ask the hard questions.

- e. Figure out what you don't know. What do you need to know to make you stronger, more aware, a better worker/leader? Learn it.
 - f. Think about how you are perceived.
 - g. Learn what you can and share that information.
 - h. Get over decisions you don't like.
 - i. Get along with other leaders.
 - j. "King Tut" story: from her time at UK. The point was that some things need to be buried (i.e. self-doubt, grudges, etc.).
- 6.) Building your Leadership Team: stories to help decide who you want or who you don't.
- a. *The Magnifying Glass*: you don't want someone who magnifies things out of proportion.
 - b. *The Boy Who Cried Wolf*: you don't want someone who makes claims that cause alarm only to find it isn't true (think budget).
 - c. *The Tortoise and the Hare*: you want someone who gets you started with a bang, but you also need some tortoises to get you through to the end.
- 7.) Celebrate your people and your accomplishments.