

Leadership Forum
Panel Discussion: Power of Relationships
Thursday, October 29, 2015

Panelists: Terry Allen, Interim V.P. for Institutional Diversity, Victor Hazard, Interim V.P. for Student Affairs, Austin Mullen, President, Student Gov. Assoc., Sue Roberts, Assoc. Dean for International Affairs, A&S, Mary Vosevich, V.P. for Facilities Management

This is a full panel discussion. A question is asked by the moderator, and each panel member will answer. Questions are also welcomed from attendees.

- 1.) How has building relationships been a factor in leadership?
 - a. Relationships are the cornerstones for our work/in our jobs.
 - b. Everything is about relationships. Look at your personal values and know others may have different personal values. Respect others and their values. When you set a goal, your relationships will foster your success. "To thine own self be true." Remember that counts for everyone.
 - c. Find ways to connect with others. Nurture the positive.
 - d. Building relationships is a skill. Practice, learn, and be consistent.
 - e. You're as good as the people you surround yourself with. Mentorship is important, and we influence others.
- 2.) Person to person contact and conversation is important.
 - a. Tones in email and other forms of communication are often hard to read. Some conversations are better face to face.
- 3.) Strategies for relationships:
 - a. Be comfortable with who you are.
 - b. Recalibrate when necessary (i.e. when roles change)
 - c. Lead by example.
 - d. Service to others (trust).
- 4.) How do we adapt as leaders when roles change (i.e. a peer becomes a leader)?
 - a. Be trustworthy, and trust others.
 - b. Give people on your team the tools they need to do the job and the authority they need to get things done.
 - c. Communicate.
 - d. Servant leadership is about others.
- 5.) What would be your number 1 piece of advice for leaders?
 - a. Give your time and interest.
 - b. It's ok to care.
 - c. Be kind.
 - d. Listen. Embrace the individual. Respect diverse opinions. Expand your own horizon.
 - e. Have a general interest, and be there.
- 6.) How do we deal with conflict/conduct?
 - a. Be frank. Open communication.
 - b. Consistency and fairness.
 - c. Be willing to hear things you don't want to hear.
 - d. You have 2 ears and 1 mouth; use them in the same proportion. If you mess up, fess up.