Panel Presentation

Opportunities in Developing Leadership Skills & Overcoming Challenges in Applying Them

Chris Kuehn, Craig Jackson, Julia Stackler, Kathy Lyons, Kostas Yfantis, Kristin Cordova

November 16, 2010
Panelists

- Members
  - Chris Kuehn
    - Manager of Enterprise Unix Operations, CITES
  - Julia Stackler
    - Project Manager, Creative Services
  - Craig Jackson
    - Director, ATLAS (LAS)
Panelists (continued)

• Members
  – Kristin Cordova
    • Planning Coordinator, AITS
  – Kathy Lyons
    • Manager, CITES Help Desk

• Facilitator
  – Kostas Yfantis
    • Acting Manager & Consultant, Client Relationship, CITES
Panel Objectives

• Raise your awareness of a set of specific professional development opportunities
• Give you the knowledge to plan, reach out and seek them
• Connect you to colleagues who can help out
• Inspire & motivate you
Panel Focus

• Five specific opportunities
  – Educause Institute's Management Program Chris Kuehn
  – Illinois Professional MBA Julia Stackler
  – MOR Associates IT Leadership Program Craig Jackson
  – Society for College and University Planning (SCUP) Planning Institute Kristin Cordova
  – IT Leadership Workshop Series Kathy Lyons
What to Expect from the Panelists

- Provide a basic profile
- Discuss the impact of the *experience* from a personal and organizational perspective with an emphasis on
  - Skills & insights gained
  - Challenges in applying them
  - Success stories
A Few Ideas On Leadership

Leadership opportunities are everywhere

It can happen anywhere, at anytime*

• Transcends rigid hierarchies
• Someone will notice when you keep generating good ideas
• Seek a supportive environment or be innovative and create it!

*The Leadership Challenge by Kouzes & Posner
Educause Institute Management Program

• Five day program offered twice annually
  – Tempe, AZ in February
  – Boulder, CO in July
• $1,950 registration
• Plus travel & lodging about $3,800 total
• Class of about 50, broken down into small groups of 8-10
Educause Institute Management Program (continued)

• Focus
  – Identifying and leveraging strengths, both in you and in others
  – Approaching specific IT management challenges
  – Keeping an eye on the future in an academic environment that is traditionally averse to change

• More information
  – http://www.educause.edu/pd/
Illinois Professional MBA

• 2 1/2 year program, beginning in January
  – 10-week modules; 2 classes each module
  – Meet on Monday and Wednesday evenings, 6-9 p.m.
  – Lock-step program: All courses are pre-set, with the opportunity to study abroad twice or take 2 elective courses.

• Class size around 40; everyone moves through the program together.
  – Must be employed full-time with at least 1 year of professional experience.
Illinois Professional MBA

- Estimated cost = $50,000 (tuition, books, materials)
  - Fees waived for U of I employees
  - Scholarships available for U of I employees

- Courses in: accounting, finance, process management, marketing, organizational management and leadership, business law, investments, statistics
  - Case studies, class discussion, real-world projects, simulations, and formation of study teams
Illinois Professional MBA

• Focus: development of general management and leadership skills in the business environment by learning to problem-solve, analyze, debate and reason with others.

• For more information
  – http://www.ptmba.illinois.edu/
It's all about business. Either we're technology plumbers or we're business enablers. Plumbers will get downsized, outsourced, and offshored. Enablers will be critical members of the business team. That's a brutal split, but it's the IT world of 2008. Which way do you want to go?

-- Frank Hayes
MOR Associates IT Leadership Program

• Six-month program offered annually
  – Visit CIC Campuses ~3 days per session, 3-4 sessions
• $6500 per person plus expenses
• 30 - 40 participants depending on year
• Multiple Points of
  – Coaches, Goals, Group, On-campus Sessions
MOR Associates IT Leadership Program

- Focus:
  - Personal Leadership
    - Presence & Relationships
    - Coaching & Feedback
    - Strategic Thinking vs Doing
  - Provided tool box and practice
MOR Associates -- Toolbox

- 360 Evaluation
- Feedback
- Coaching
- Affinity Brainstorming
- Leading / Managing / Doing
- Stakeholder Mapping
- Performance & Potential Worksheet
- Creating Change

*Practice, practice, practice at each session*

- For more info: [http://www.morassociates.com/itlp.htm](http://www.morassociates.com/itlp.htm)
It's all good...
Culture eats strategy for breakfast...
Get with it, get over it, or get out...
Would you be open to some feedback...
I'd like your feedback...
Never check email in the morning...
Silence does not equal agreement...
Shift happens...
You don't know what you don't know...
Yes, and...
A hire equals a $1M decision...
It's a test, it's all a test...
What is SCUP?
The Society for College and University Planning (SCUP), which was established in 1965, is a community of senior, higher education leaders who are responsible for, or are involved in, the integration of planning on their campuses and for the professionals who support them. Members look to SCUP to find ways to successfully integrate the institution's mission into their academic plan, and then seek to integrate all other kinds of planning on campus in support of the academic plan.
Society for College and University Planning (SCUP) Planning Institute

What is the Planning Institute?

An intensive, three-step program on integrated planning in higher education is a concrete way to create an effective network of planning colleagues, learn best practices, and grow in your career.
SCUP: Focus of Planning Institute and Correlation to Leadership Skills

• Get an idea of what integrated planning models generally look like, what elements are important in integrated planning, and how the big picture ideas, such as mission, vision, and values, impact integrated planning.

• Look at the overall process of planning.
  – What does it take to create a plan.
  – What details are involved in fleshing out a plan.
  – What does a planning document look like.
  – What steps move a plan into action.
SCUP: Focus of Planning Institute and Correlation to Leadership Skills

• Managing the changes envisioned in the plan and overcoming the obstacles that make change a real challenge at a University.
SCUP Planning Institute Details

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SCUP also now offers members the opportunity to bring the Planning Institute to your campus. You can also receive 10% off registration for each registrant when you register three (3) or more from your organization for the same Step.
SCUP Planning Institute Details

• More information on SCUP Planning Institute:
  http://www.scup.org/page/profdev/pi
IT Leadership Workshop Series

• 2 1/2 days over the summer months
• ~$200 per person to cover the cost of meals, off-site space rental, and materials
• 25 campus IT Professionals; developed and led by 5 MOR graduates

Focus

• Leadership at all levels
• Effective tools to assist leaders
• Coaching, networking, and mentoring
Common Themes

- Power of networking
  - Seeking advice from peers
  - Pairing yourself with a peer
- Wearing multiple hats
  - Seeing the world through different prisms
- Leadership/content vs. IT-specific
Panelists as Resources

- Chris Educause  ckuehn@illinois.edu
- Kostas Educause  kny@illinois.edu
- Julia Illinois MBA  stackler@illinois.edu
- Craig MOR  cejackso@illinois.edu
- Kristin SCUP  kcordova@illinois.edu
- Kathy IT Leadership  kmsimpso@illinois.edu