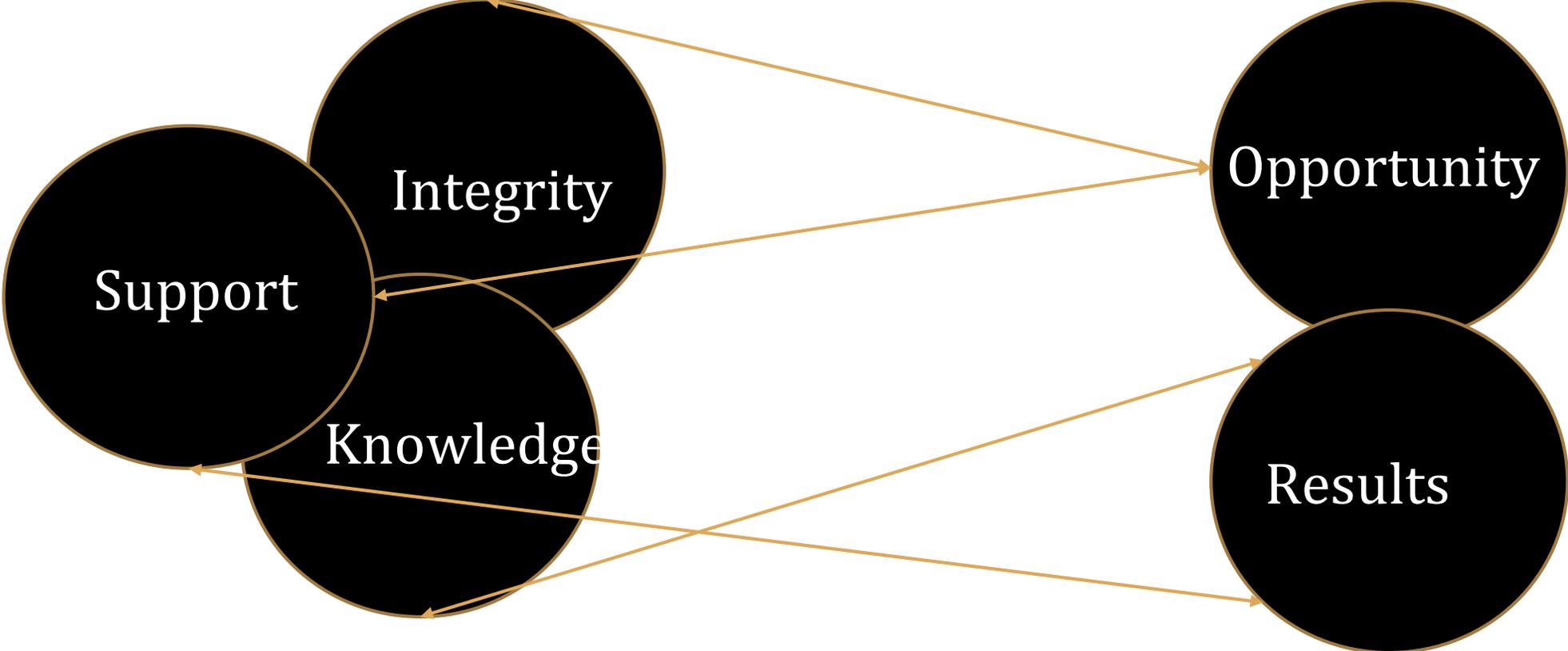
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TO LEAD FROM THE HEART IN ACADEMIA

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VALUES



OBJECTIVES

- Explore and understand the concept of “leading from the heart;”
- Identify techniques and strengthen your own leadership skills;
and
- Demonstrate what you have learned.

YOUR THOUGHTS

- How do you define “leadership?”
- In what capacity is “heart” linked to leadership?



COMMON DEFINITIONS OF LEADERSHIP

- Leadership is the art of getting someone else to do something you want done because he wants to do it. "*--Dwight Eisenhower*
- "If your actions inspire others to dream more, learn more, do more and become more, you are a leader." -- *John Quincy Adams*
- "*Leadership is leading people with your whole heart.*" - *Lolly Daskal*

LEADERSHIP DEFINITIONS, CONT.'

- Successful leadership is leading with the heart, not just the head. They possess qualities like empathy, compassion and courage." --*Bill George*
- "Management is about arranging and telling. Leadership is about nurturing and enhancing." --*Tom Peters*
- "Great leadership is about human experiences, not processes. Leadership is not a formula or a program, it is a human activity that comes from the heart and considers the hearts of others." --*Lance Secretan*



CONSIDER THIS

One can be in a position of leadership and not be a leader.

One does not have to be in a position of leadership to be a leader.

According to Harvard Business Review stated that leadership “real power lies inside relationships, not job titles” (HBR, 2017, p. 9).

HEART

Values of Purdue University Global

- Integrity
- Support
- Knowledge
- Opportunity
- Results

Source: *Purdue University Global Employee Handbook*. (Oct, 2019, p. 7).

VALUES AND ENGAGEMENT

- Values refer to one's judgment of what's important in life (Peters, 2018).
- Misalignment between personal and organizational values can affect one's leadership approach, performance, and morale.
- Engagement-How much one cares about self, others, work, and the organization (Miller, 2019)

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RESEARCH

RESEARCH

- Crowley (2011), “The heart is the driving force of human achievement” (p. 60).
- One of the four commonalities of high-performance organizations is “winning with the heart” (Miller, 2019).

RESEARCH, CONT.'

- 65% of people would like to have more conversation about values at work.
- High Performance Organizations have four things in common:
 - They all bet on Leadership;
 - Act as One;
 - Win the Heart; and
 - Excel at Execution (Miller, p. 49).

RESEARCH, CONTINUED

“...The highest motivation for most people is not any externally applies pressure but the intrinsic value of meaningful and excellent work” (Baer, 2007, p. 105).



HEART AND LEADERSHIP CONNECTION

- Shared values
- Mission
- Interaction that is qualitative, frequent, consistent
- Love “is the word that most accurately describes the single element or ingredient most important in the development of a whole and happy human being, a human being most productive at work” (Baer, 2007, p. 29).

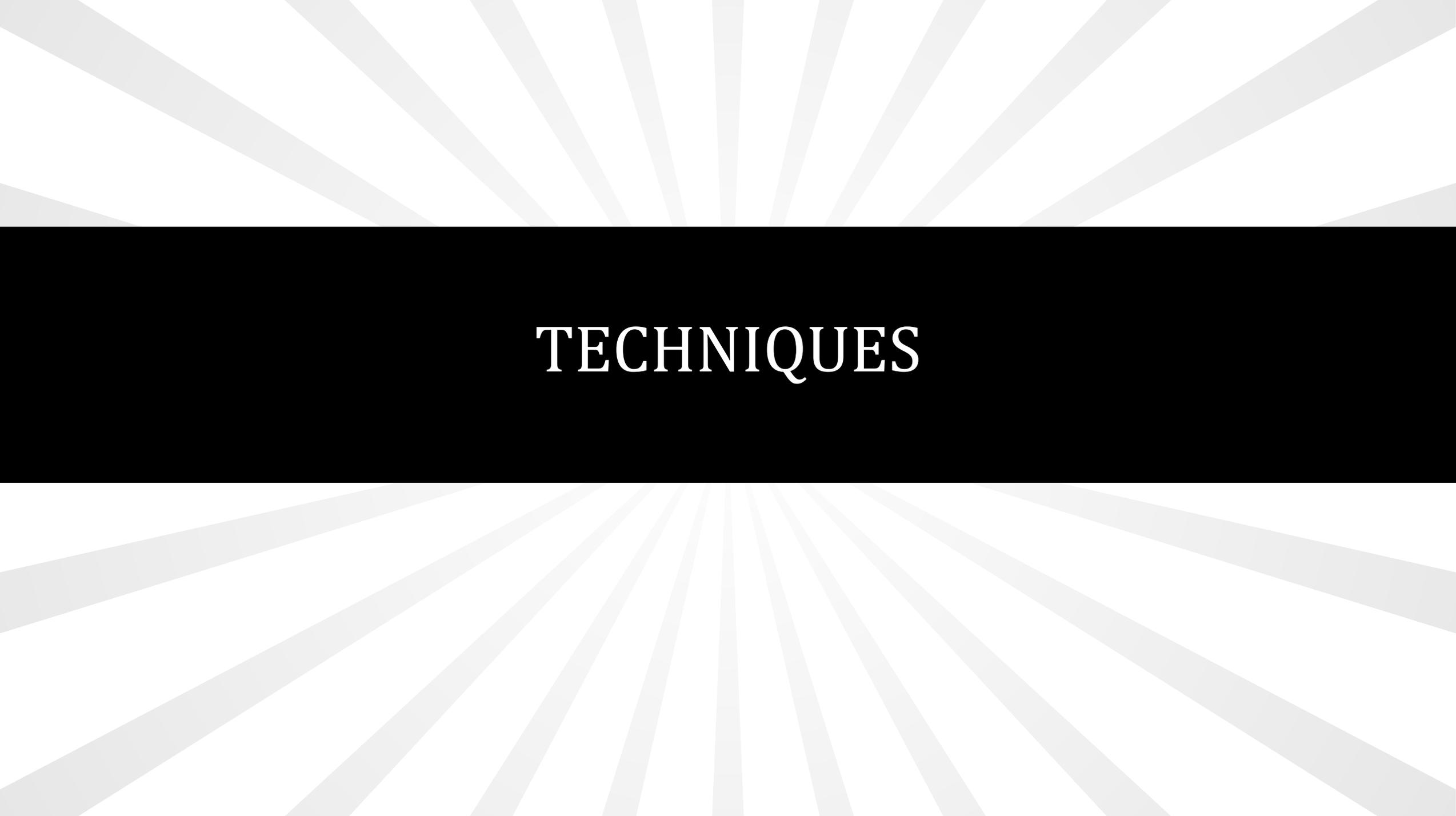
ADDITIONAL RESEARCH

- “Shared values are the foundation for building productive and genuine working relationships” (Miller, 2019, p. 92).
- “...Companies may attract great talent with compensation, benefits, training, and the like, but how long employees *stay* and how *productive* they are in a given place is determined by how well their *human needs* are satisfied by their *managers*” (Baer, 2017, p. 3).



BENEFITS OF LEADING FROM THE HEART

Engagement. Focus. Productivity.
Happiness. Healthier well-being.

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TECHNIQUES

APPLICABILITY TO ACADEMIA

- **Students**
- Staff
- Faculty
- Administrators
- Executive Leadership

FOUR STRATEGIES TO LEAD FROM THE HEART

- Hire people with heart-Build a Highly Engaged Team;
- **Heart to Heart-Connect on A Personal Level;**
- Empower the Heart-Maximize Employee Potential; and
- Inspire the Heart-Value and Honor Achievements (Crowley, 2011, p. 60).

TECHNIQUES, CONT.'

- Reflect a genuine concern,
- Give recognition,
- Be mindful of tone, and
- Be genuine.



TECHNIQUES

- Assess, identify, and link personal and organizational values.
- Review of performance evaluations, reflecting “heart.”



CONNECTING HEARTS

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ACTIVITY



SCENARIO

John is habitually late with assignments and minimally engages in class, which has affected his individual and team's activity performance. At the individual level, how would you address this situation as someone who has adopted the philosophy of "leading from the heart?" Are there steps that can be taken at the organizational level? Please share.

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SUMMARY

SUMMARY

- To be prepared for the 21st century, concepts like “leading from the heart” and “love” in the workplace will be the norm, and not the exception. As faculty members, we are in unique positions. It is through our shared values that we can positively impact those we serve who, in turn, also impact the general society. As former First Lady Eleanor Roosevelt said, “To handle yourself, use your head; to handle others, use your heart.”

ANY QUESTIONS?



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RESOURCES



CONNECT/COLLAB.' WITH ME

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Research Interests: Vocational
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THANK YOU for your attendance and
participation and thank you to the
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