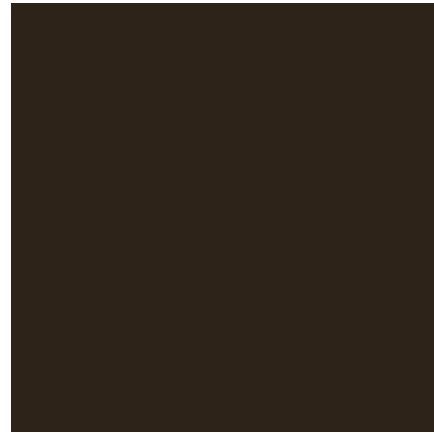




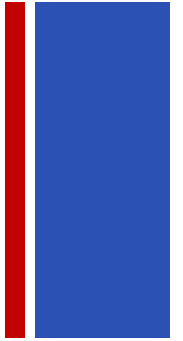
The Dialectical Tensions in the Academy & the Importance of

Effective Leadership and Communication

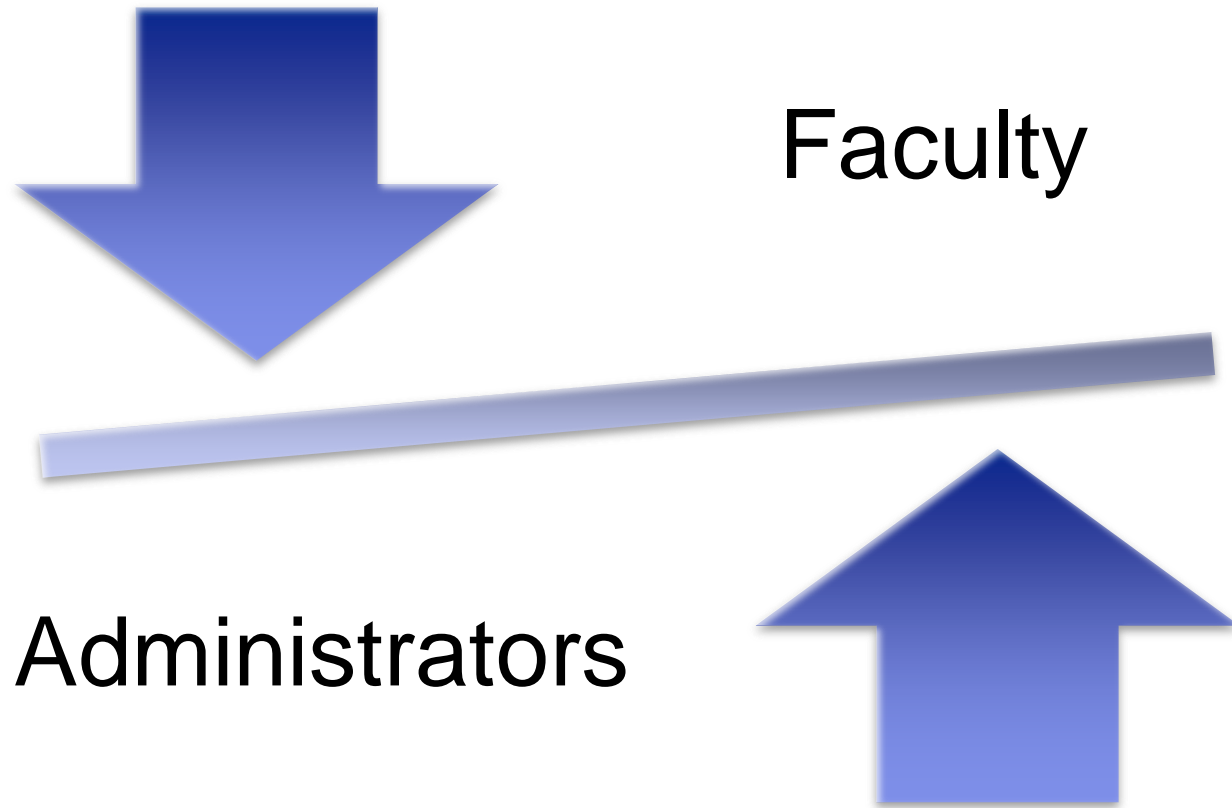
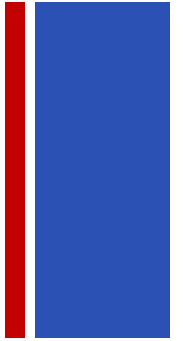


By Salma Ghanem, Ph.D.
Interim Provost

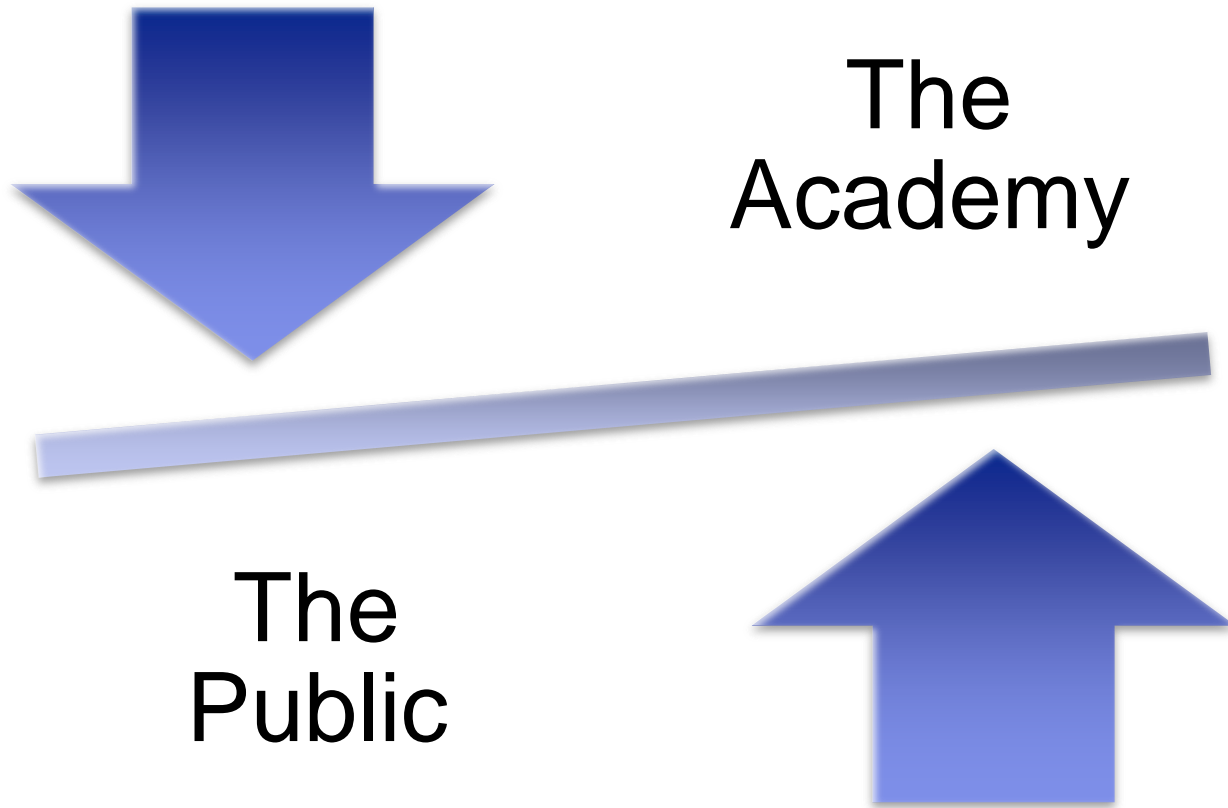
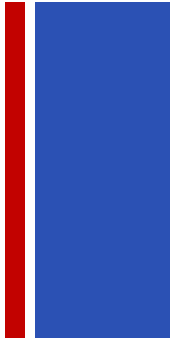
+ The Dialectical Tensions in the Academy



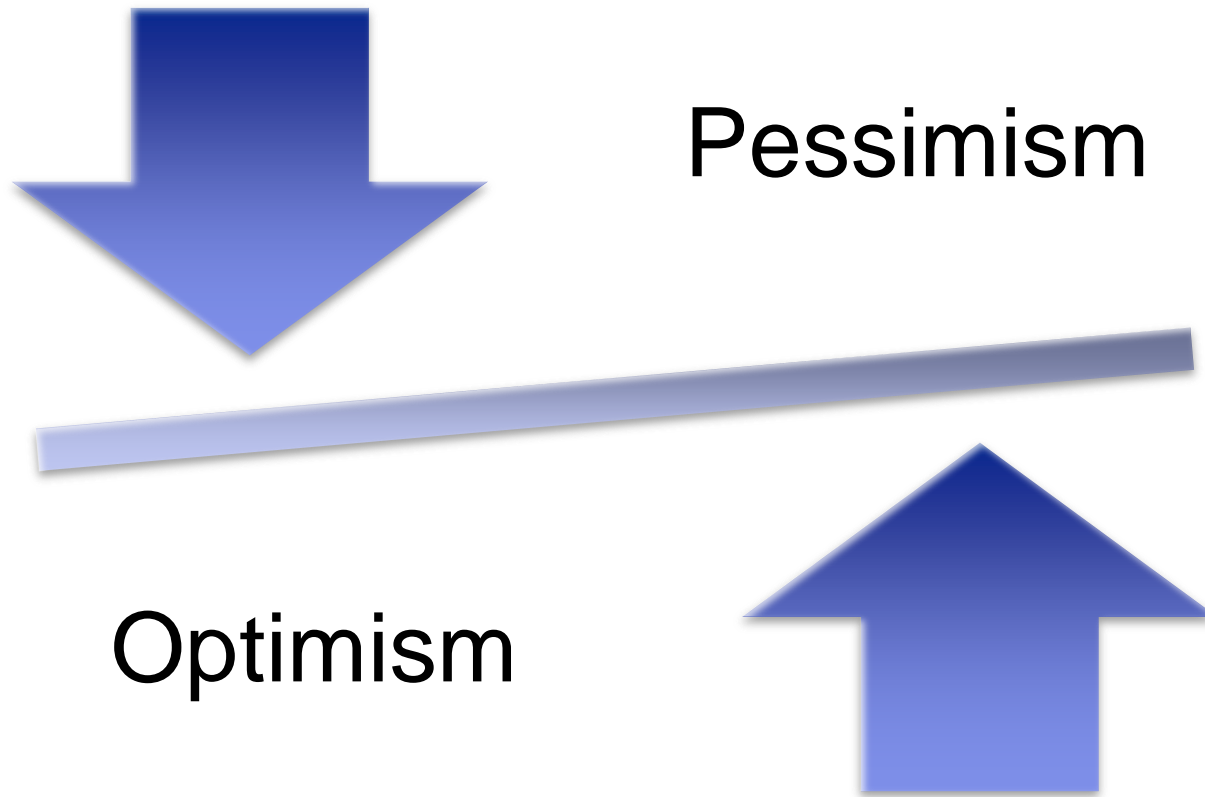
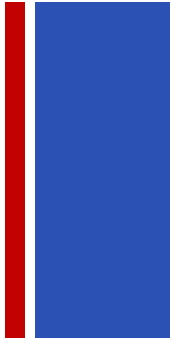
+ The Cultural Dialectic



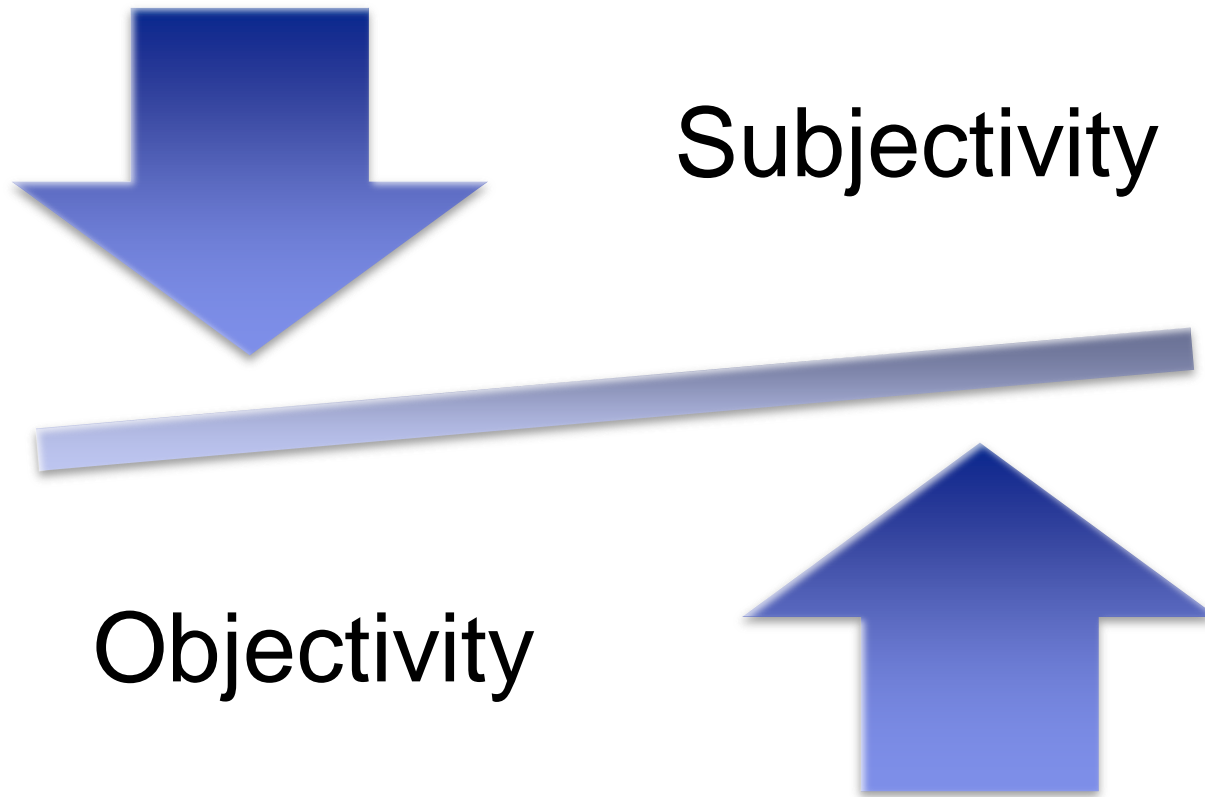
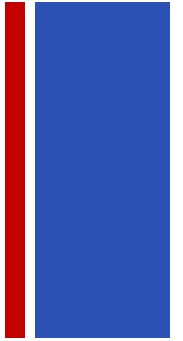
+ The Cultural Dialectic



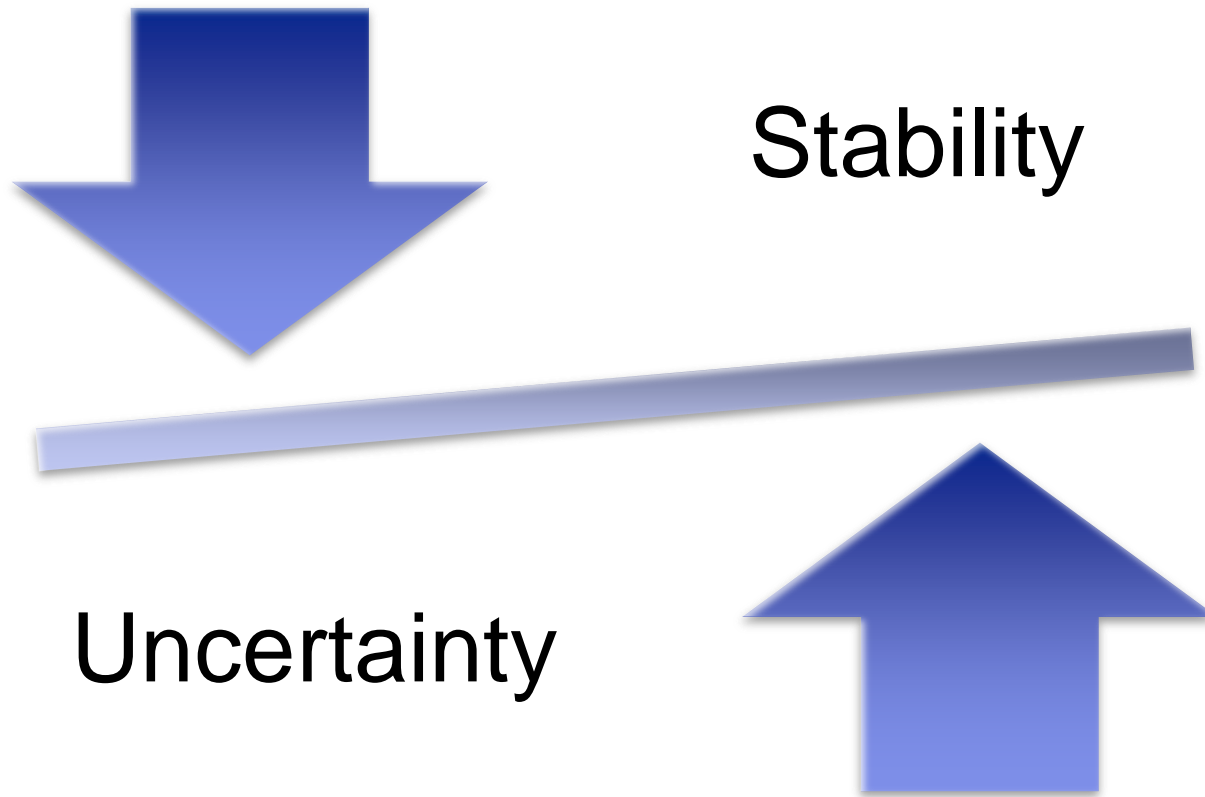
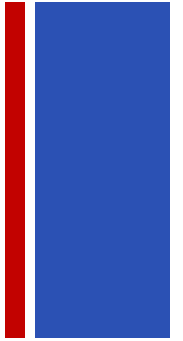
+ The Leadership Dialectic



+ The Leadership Dialectic



+ The Environment Dialectic



+ Leadership Myths



Leadership is about you
Power is control
Leadership is hierarchical

+

More Leadership Myths



Emotions are not important

Empathy is a sign of weakness

Leadership is predictable & rational

+
And a few more



Leadership is all about getting the job
done

Leaders make the decisions

Leadership is serious business

+ The Most Important Myth

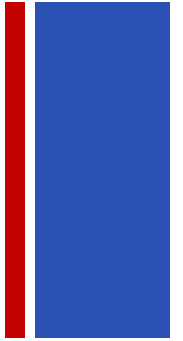


Communication is Easy

+ Effective Communication Practices:

Establish a Foundation

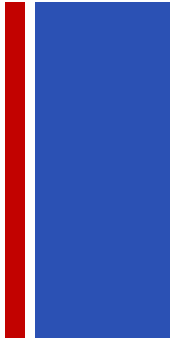
- Establish a sense of trust among faculty
 - Be fair
 - Base all decisions on principle
 - Provide reasons for decisions



+ Effective Communication Practices:

A Strong Foundation

- Be organized
 - Communication without action is dangerous
 - Follow through with decisions and promises
 - Close the loop
 - Be precise in your communication

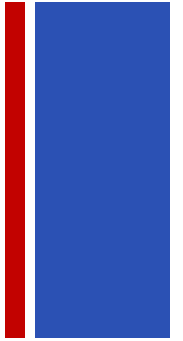


+ Effective Communication

Practices:

An Even Stronger Foundation

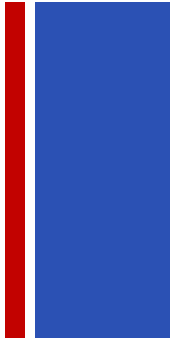
- Establish relationships
- Encourage all to speak out
- Don't reward bad behavior



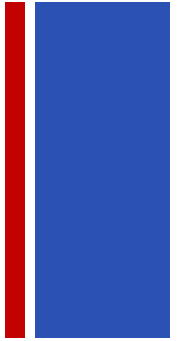
+ Effective Communication Practices:

Empower the Faculty

- Focus on the strengths
- Align assignments with strengths
- Respect & Reward



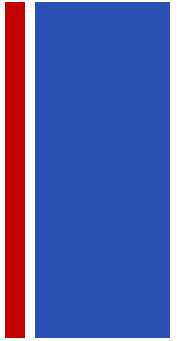
+ Effective Communication Practices: Analyze Your Leadership Style



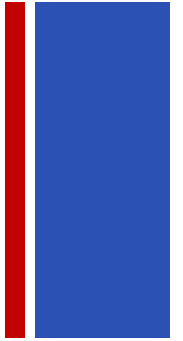
- Identify your strengths & weaknesses
- Question your own motives
- Explore alternative ways of leading
- Remember to enjoy what you do



Communicating with Challenging Individuals



- Suspend judgment
- Listen, really listen
- Ask questions
- Don't take the bait
- Focus on the correct "I" & get rid of "You"
- Pay attention to non verbal cues
- Be a problem solver



<https://www.youtube.com/watch?v=JwjAAgGi-90>