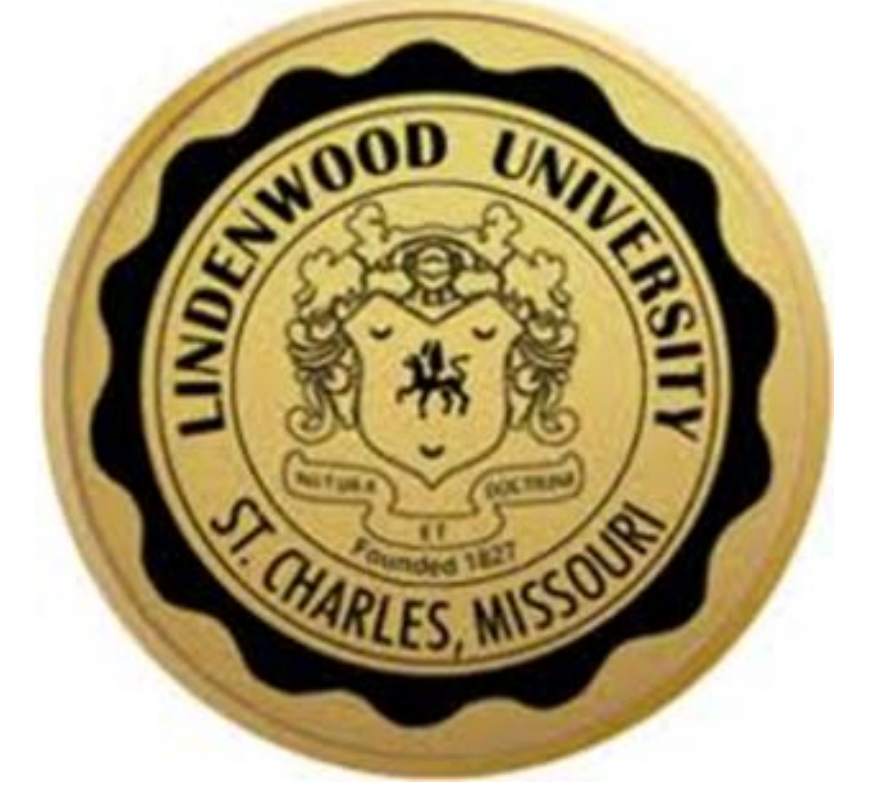




Leadership & Supervision Employee Fellow: Team Dynamics, Mental Health, and a New Culture of Leadership



Angie Royal
Lindenwood University

FINDING YOUR TRUE LEADERSHIP COLORS

One hundred twenty-three faculty and staff from the St. Charles campus and two staff from the Belleville campus participated in this workshop offered throughout the spring and summer of 2019. This workshop helped leaders identify their own leadership/personality styles and also learn about different styles so that they could work better with their teams. In some workshops, in addition to completing the inventory and discussing the various, a hands-on activity was completed so that program participants could see how working with the various styles could be both challenging and rewarding.

Of participants completing follow up evaluations, 100 percent of respondents strongly agreed or agreed that participating in this workshop enhanced their leadership skills. One hundred percent of respondents strongly agreed or agreed that by participating in this workshop, they had a better understanding of varying leadership and personality styles.

SUPPORTING MENTAL HEALTH IN THE WORKPLACE

Thirty faculty and staff from the St. Charles campus participated in this workshop offered during spring 2019. This workshop was facilitated by Angie Royal, Jonathan Hunn (Director, Student Counseling & Resource Center), and Candace Terry (Benefits Director, Human Resources). This workshop covered facts about mental illness, warning signs, creating a supportive workplace, and the mental health resources Lindenwood University has to offer.

Of participants completing follow up evaluations, 96 percent of program participants strongly agreed or agreed that by participating in this workshop, they have a better understanding of mental health in the workplace. Eighty-seven percent of program participants strongly agreed or agreed that participating in this workshop assisted them in developing their leadership skills.

BECOMING A STUDENT-READY COLLEGE

A NEW CULTURE OF LEADERSHIP
FOR STUDENT SUCCESS

Tia Brown McNair - Susan Albertine - Michelle Asha Cooper -
Nicole McDonald - Thomas Major, Jr.

WHAT IS A STUDENT-READY COLLEGE?

- Strategic and intentional in removing any barriers that may prevent students from completing degree
- Transformative and addresses the formation of the whole person
- Implements high-impact practices to increase student success
- Committed to organizational learning and institutional improvement
- Offers a holistic approach to leadership that empowers ALL members of the campus community to serve as educators and leaders



LEADER IN BALANCE VS. LEADER IN CONTROL



- Approaches leadership as a relationship, not a position
- Motivated by a higher purpose; mission driven
- Collaboration is key
- Thinks outside the hierarchy to share leadership, authority, and responsibility
- Believes teaching and leadership have much in common
- Understands diversity and inclusion is at the center of collaboration

MAKING EXCELLENCE INCLUSIVE TO SUPPORT STUDENT SUCCESS

- Must demonstrate compassion and empathy for all students
- Must know who our students are and who we are as educators
- Must recognize and acknowledge our own biases
- Must have a plan in place to achieve institutional learning outcomes and EVERYONE must know their role in helping students to achieve those outcomes.



BUILDING STUDENT READINESS THROUGH EFFECTIVE PARTNERSHIPS



- Identify students' holistic needs
- Determine what campus resources are available
- Be opportunistic in establishing partnerships with community-based organizations, workforce boards, government and faith-based agencies, etc. to better support student success

DEMONSTRATING BELIEF IN STUDENTS

- Must genuinely believe that all students have the ability to learn
- Focus on students' potential instead of deficits
- Embrace difference
- Use positive and affirming language
- Belief in students' ability to succeed must be from the top down AND from the ground up



WHAT CAN YOU DO TO MAKE
LINDENWOOD A STUDENT-READY
COLLEGE?

Learning Academy
LINDENWOOD UNIVERSITY

FALL 2018

During the fall semester, faculty and staff at various leadership levels were contacted regarding being interviewed to determine leadership topics of interest. Twelve faculty and staff responded and were interviewed.

In addition to conducting interviews, staff fellow read *Becoming a Student Ready College: A New Culture of Leadership for Student Success*.

SPRING 2019

In the Spring of 2019, three workshops were offered: Finding Your True Leadership Colors, Supporting Mental Health in the Workplace, and Becoming a Student Ready College.

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Learning Academy
LINDENWOOD UNIVERSITY