

Initiating Change: Leading from Your Position

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Abstract

As the Summer Institute concludes participants will be heading back to campus with great ideas and renewed motivation to enhance academic advising services on their campuses. Ideas however, will not translate to practice unless one has a well-conceived plan for introducing and implementing change. Implementing change requires leadership. This session has three purposes: 1) to define leadership and discuss the characteristics of leaders; (2) to stimulate thoughtful consideration of the change process and 2) to energize participants to initiate and sustain their intentions as they re-enter the real world of campus politics.

Major topics include

- Defining leadership
- Reflection on the characteristics of effective leadership
- Understanding change and why it is difficult
- Understanding how people process change
- Providing a framework for how to successfully initiate and implement change

Outline

I. Leadership

- a. Defining leadership
- b. Transformational Leadership
- c. Leadership Application
- d. Leadership Strategies

II. Change Management

- a. Fullan's Change Framework
- b. Evans Overcoming Resistance
- c. Impact of change
- d. Reflections

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