



BCNET
CONNECT
HIGHER ED & RESEARCH TECH SUMMIT

A Faculty Member's Journey to Servant Leadership in IT

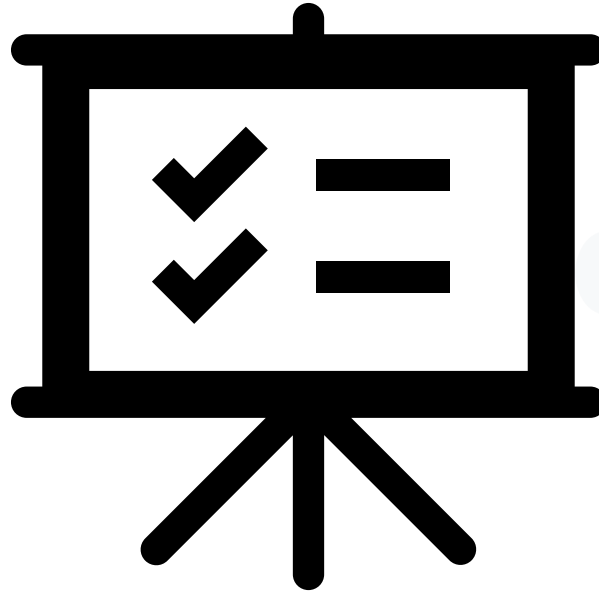
Karyn Mart
Capilano University

Why did the PowerPoint Presentation cross the road?

To get to the other



Objectives



The objective of this session:

- Inform you of what Servant Leadership is
- Showcase the benefits of a faculty perspective in IT
- Take away ideas of how to connect with faculty

Pop Quiz

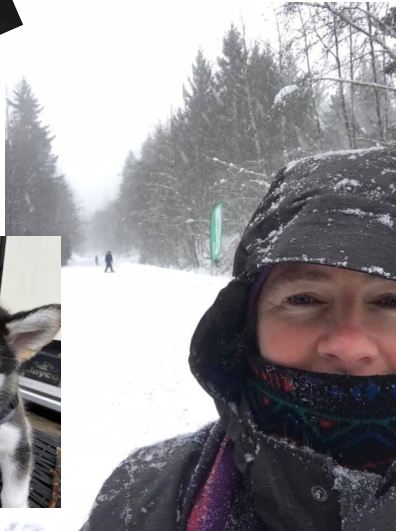
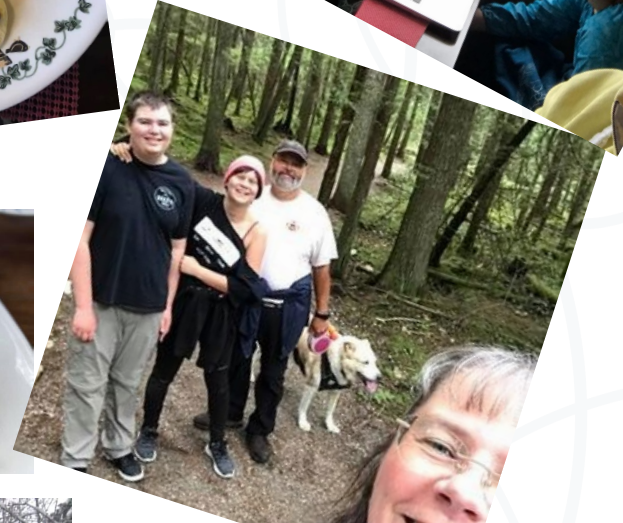
- How many of you are People Leaders? (Formal)
- How many of you Lead People? (Informal)
- How many of you have/are faculty?
- How many know your leadership style?
- How many identify with Servant Leadership?

(OK, my work here is done!)

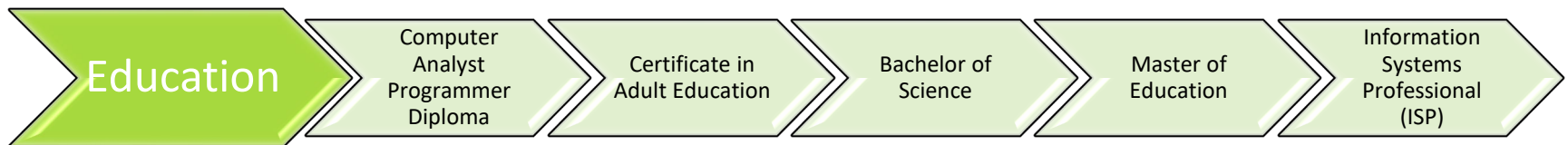
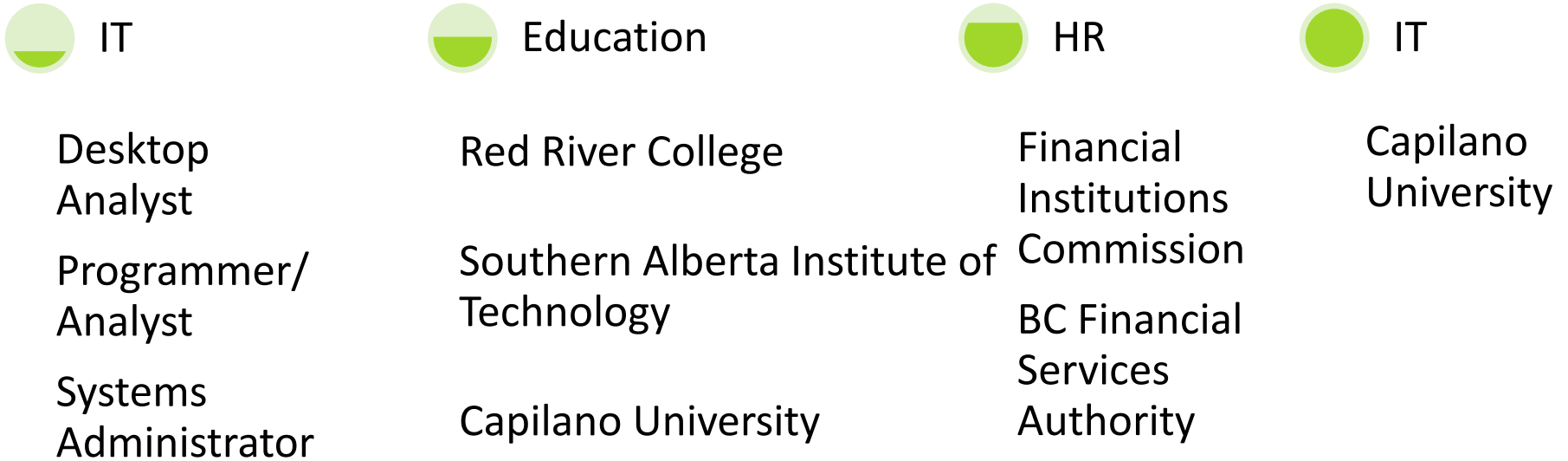


Thank you and have a great day!

Who Am I?



My Career un-Spaghetti-d



What is Servant Leadership?

Servant Leadership is a non-traditional leadership philosophy, embedded in a set of behaviors and practices that place the primary emphasis on the well-being of those being served.

~ Robert K. Greenleaf

Benefits of Servant Leadership



Faculty as Servant Leaders

“...effective teachers establish genuine relationships with their students, thereby enabling them to lead...”

MAKE YOUR LIFE EXTRAORDINARY

The Teacher as Servant-Leader

MICHAEL J. REILLY AND LARRY C. SPEARS

IT Managers as Servant Leaders

“IT leaders who embrace servant leadership prepare for transformation by investing in their people and empowering them with all the support, knowledge, skills and resources they need to do their jobs. By taking this approach the entire organisation benefits – studies show servant leadership leads to increases in job performance and satisfaction.”

Embracing servant leadership in information technology
Deakin University Blog

What qualities did you hear?



Why the need to connect with Faculty?

- Servant leadership is about building relationships
- Faculty are a large influencer
- Faculty have unique needs and understanding

Faculty and their unique understanding



Faculty understand the rhythm of the semester



Faculty just want “IT” to work



Faculty want to support students



Faculty may not understand administration (budgets, timing etc.)

Talking the same Timelines

Calendar Year

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
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Fiscal Year

			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Jan	Feb	Mar									

Academic Year

								Sep	Oct	Nov	Dec
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug				

What do you do to engage with Faculty?

- Turn to your neighbour and discuss what you do or might be able to do?
- What ideas did you come up with?

Summary

How to Practice Servant Leadership



**DISCOVER THE
STRESSORS
IN EMPLOYEES'
LIVES**



**UNDERSTAND
EMPLOYEES
AS INDIVIDUALS, NOT
JUST AS WORKERS**



**SHOW
APPRECIATION
FOR EMPLOYEES**



**UNDERSTAND
MOMENTS THAT
MATTER IN
EMPLOYEES' LIVES**



**REMOVE
EMPLOYEES'
OBSTACLES**

BY JACOB MORGAN

THEFUTUREORGANIZATION.COM

Questions





Thank you!

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References

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- Reilly, Michael J. and Spears, Larry C. (2018). *Make your life Extraordinary*. Retrieved from The International Journal of Servant Leadership: <https://www.gonzaga.edu/-/media/Website/Documents/Academics/School-of-Leadership-Studies/DPLS/IJSL/Vol-12/IJSL-Vol-12-06-Reilly-and-Spears.ashx?la=en&hash=9526833C9E5FA2FD37E89E7E173C5691D49C9D88#:~:te xt>