Academic Leadership Orientation

Presented by: Katrina Di Gravio
Organizational & Human Development (OHD)
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- Who are we?

- Why should you care?
Principles of Leadership
The Basic Principles

The Basic Principles provide a set of behaviors for putting shared values into practice to develop a strong network of relationships at every level.

1. Focus on the situation, issue, or behaviour, not on the person.
2. Maintain the self-confidence and self-esteem of others.
3. Maintain constructive relationships.
4. Take initiative to make things better.
5. Lead by example.
6. Think beyond the moment.
Principles of Inclusivity
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1. Acknowledge individuals have unique and particular needs in the learning and work environment.

2. Respect each individual’s right to express and present themselves relative to their religion, culture, ethnic background, sexual orientation, gender identity, physical and mental ability.

3. Promote inclusivity by reasonably adjusting procedures, activities and physical environments.

4. Focus on the capability of the individual without assumptions or labels.

5. Be inclusive in all forms of communication.

6. Serve all with sensitivity, respect and fairness.
Leadership Framework

- **Individual Contributor** – Any employee - Core Programming

- **Leadership Essentials** – New to Leadership (new managers/supervisors)

- **Leadership Foundations** – Experienced Leaders (middle management)

- **Leadership Dimensions** – *in progress* – Seasoned Leaders Directors, Associate/Assistant Directors
Academic Leadership

Academic Workshops:

- In conjunction with the Office of Academic Leadership, Organizational & Human Development, designs workshops which are offered to Department Chairs, Associate Chairs and Associate Deans on specific topics.

- The workshops entail interactive sessions and provide opportunity for development, learning, and thought provoking discussion.