

Growing the Next Generation of Higher Ed Leaders

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Developing Staff From the Ground Up

Mentoring

A personal development relationship in which a more experienced or knowledgeable person helps to guide a less knowledgeable person

Mentoring is a process that always involves communication.



Development Stages and Styles

First Job

Junior level

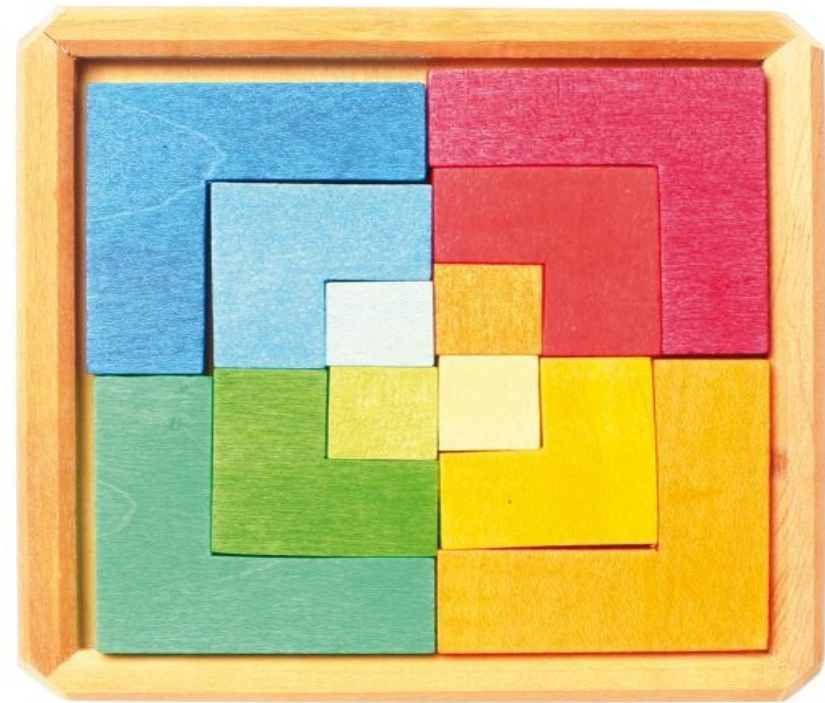
Senior level

Supervisor level



Broken Puzzle Exercise

Without talking, form 5 perfect squares using the pieces from other members in your group.



Mentor's impact on someone's development

Teach

Empower

Inspire

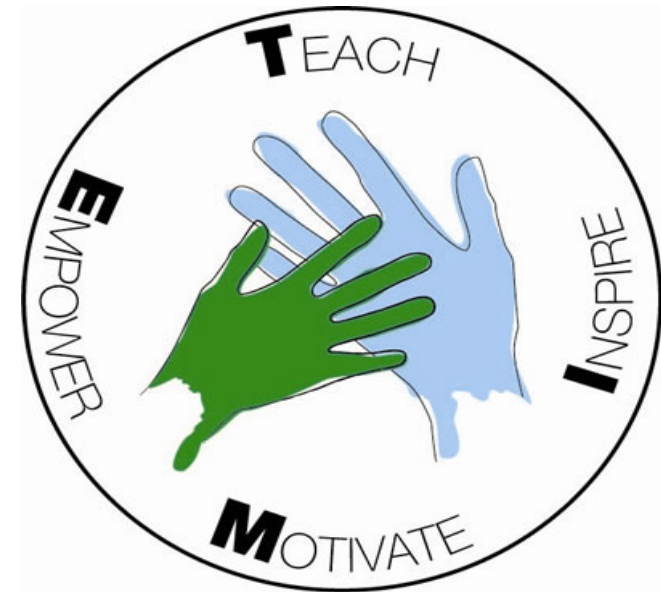
Motivate

Constant change of roles/responsibility as someone moves up the development ladder

- Switch gears in the thought process

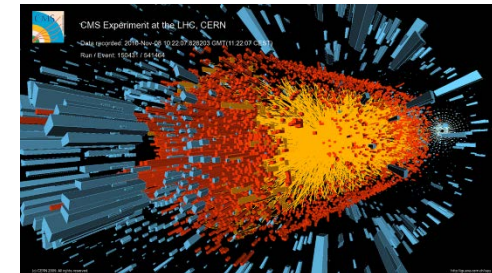
Communication

EDUCAUSE resources



Senior IT Manager (Leader)

- More senior the role, the more complexity & nuance enter the equation
- Less time on technology & more time on people & relationships
- More time spent on leadership, less on management
- Timeframes around your thoughts & plans take on longer duration
- More important that you get “outside your environment”

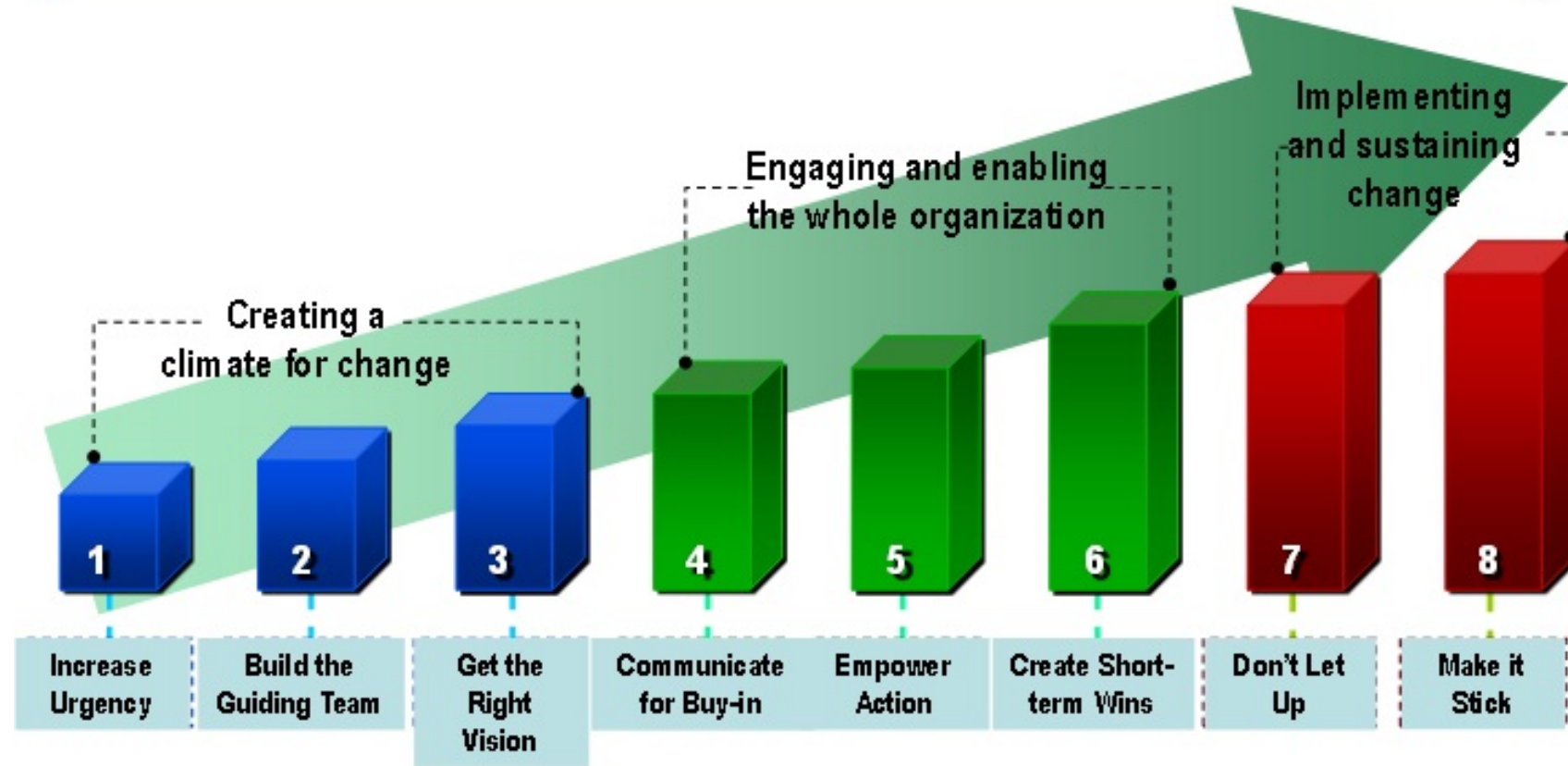


EDUCAUSE and JISC Working Group

Convened a working group of ten leading IT leaders to define a set of desired CIO characteristics and capabilities, now and in the future.



"Kotters Eight Steps of Change"



■ Kotter, John P. and Cohen, Dan S. The Heart of Change. Boston: Harvard Business School Press



*Your
Assignment*

RECAP

