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"

1. Increase Urgency
2. Build the Guiding Team
3. Get the Right Vision
4. Communicate for Buy-in
5. Empower Action
6. Create Short-term Wins
7. Don’t Let Up
8. Make it Stick

RECAP