



Leading from around the Organization Chart

Judith Albino, PhD
President Emerita & Professor

Leadership Programs

- Leadership for Innovative Team Science
- ELAM
- AAMC Programs
- American Council on Education
- Other Associations
- Commercial, e.g., Center for Creative Leadership, AAL Group

Leadership Practices Inventory (LPI)*

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

Kouzes, J & Posner, B (2012) The Leadership Challenge
(5th Ed), NY: Wiley

Charlotte Whitton

1896-1975

“Whatever women do...
they must do twice as well as men
to be thought half as good.

Luckily, this is not difficult.”

Judith's Leadership Advice

1. Know and accept yourself
2. Embrace ambiguity
3. Seek new perspectives
4. Ask good questions
5. Believe in people

Know and accept yourself

- Lead with strengths
- Strengths also are vulnerabilities
- Seek and accept feedback
- Explore your leadership identity
- Show leadership by asking for help

Embrace ambiguity

- Everything still is possible
- Don't decide until you must
- Be ready when you must decide
- Time is your friend
- Include others

Seek new perspectives

- There is always another perspective
- Ask everyone for input
- Find a new frame
- You can't change where you come from, but you can decide where you want to go and how you'll get there
- Listen, *really* listen...and appreciate

Ask good questions

- Ask open-ended, big questions
- Ask when you “know” the answer
- Ask when someone else needs help
- Ask to broaden your thinking and develop your views
- Ask to gain understanding

Believe in people

- Model, inspire, empower, encourage
- People do the best they can
- Leaders help people to do better
- Show them you believe in them by appreciating, seeing their best
- Give what you want to get: trust, respect, commitment, loyalty, confidence

*Find your inner
leader...the world needs
all we can muster.*

*Thank you.
Judith*