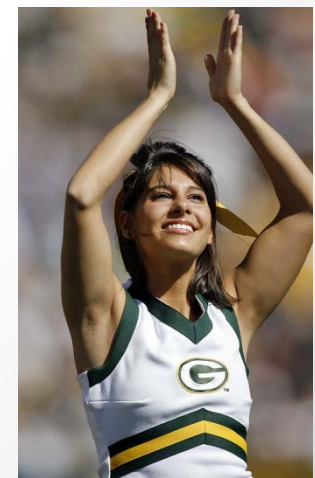
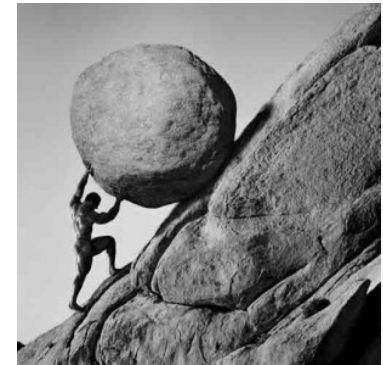


UCEDD Director: What does it mean to be one?

George Jesien, Ph.D.
National Leadership Consortium-AUCD
UCEDD Leadership Institute



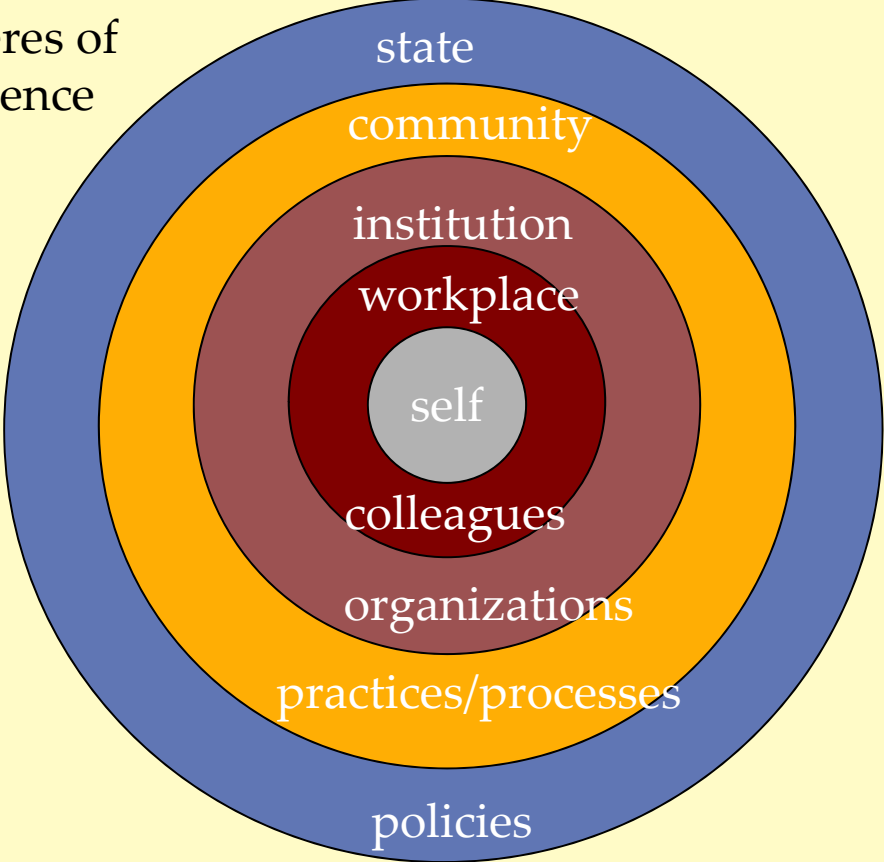
● Leadership Institute



Work and Personal Experience

Discipline-Specific and Interdisciplinary Knowledge

Spheres of Influence



state

community

institution

workplace

self

colleagues

organizations

practices/processes

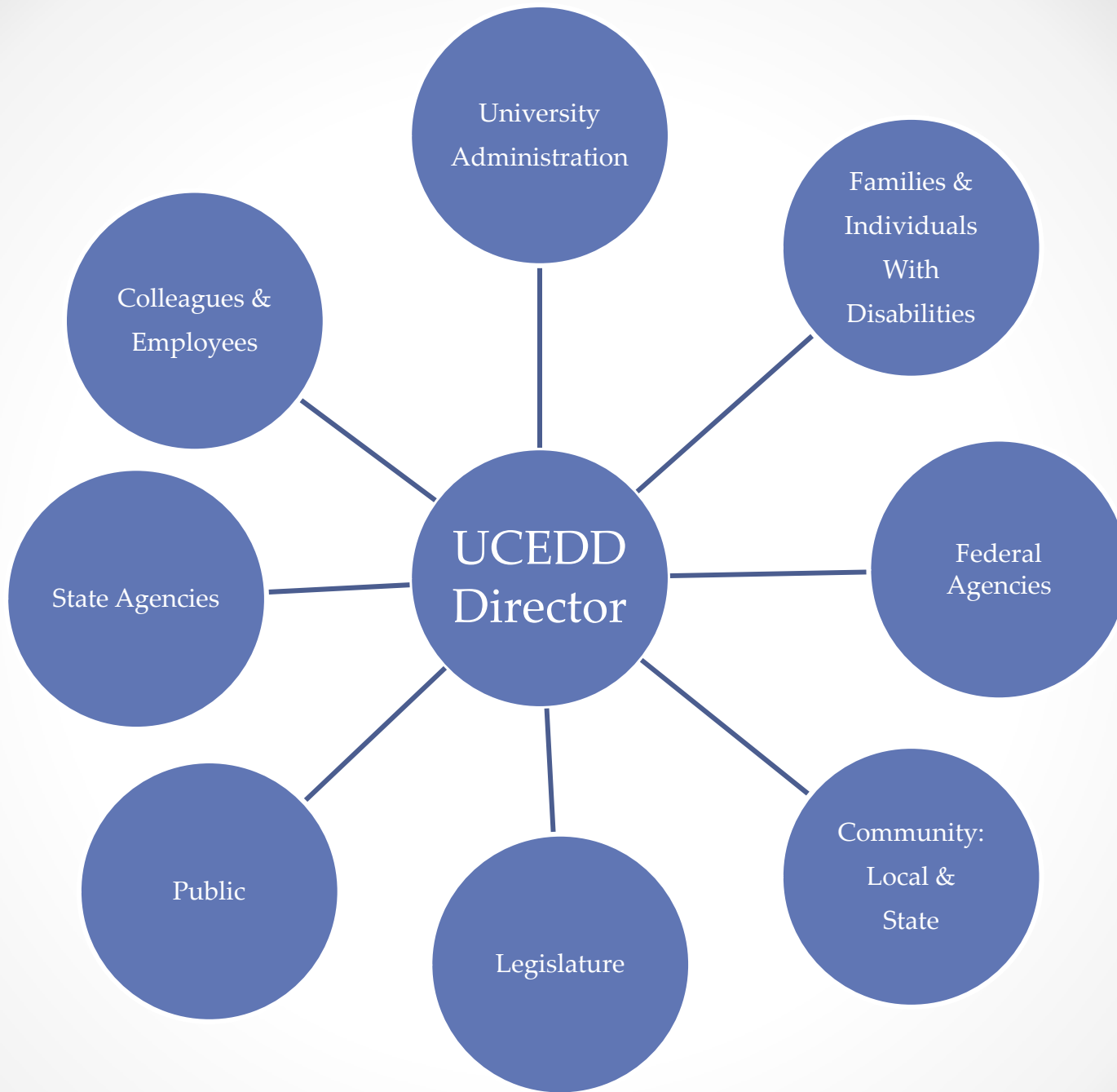
policies

Definitions of Leadership

- "Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential."
-Warren Bennis
- "Leadership is the process of persuasion and example by which an individual (or leadership team) induces a group to take action that is in accord with the leader's purpose, or the shared purposes of all."
-John W. Gardner
- "In the simplest terms, a leader is one who knows where he wants to go, then gets up and goes." - John Erskine
- "...individuals who establish direction for a working group, who gain commitment from members of the group to this direction, and who motivate group members to the achievement of the direction's outcomes."
-Queensland Health

UCEDD Leadership

A UCEDD Leader influences, promotes and moves individuals, practices and policies toward the achievement of the ADA and DD Act vision of full participation, integration of all people with disabilities into the social and economic fabric of our society.



University Community

- Intra & Interdepartmental engagement & responsibility
- Administrative Report – Provost, Dean, Dept. Head
- Grants & Contract Administration – Business Office
- Recruitment, Diversity, Hiring, Personnel Policies, Merit,
- Space & location
- Promotion & Tenure
- Personal research agenda & publications
- Liaison with other state campuses

Colleagues & Employees

- Communication and information exchange
- Active networking, partnering & collaboration
- Professional Development opportunities
- Matching talent with job responsibilities & projects
- Coaching & mentoring
- Balance supervision & leeway
- Setting a tone & style of interaction
- Being available yet not drowning in daily drama
- Creating excitement and consistency

Families and PWD

- Creating opportunities for participation
- Creating a welcoming context
- Providing needed supports including monetary compensation
- Growing the network of those involved
- Seeking and supporting diversity
- Problem solving issues as they come up
- Ensuring meaningful involvement & participation
- Creating and supporting an effective CAC

State Agencies

- Establishing meaningful dialogue & relationship
- Knowing current challenges & future directions
- Tracking federal policies that will impact state agencies
- Being available & flexible to address emerging issues
- Be willing to partner with other state entities
- When possible assist in grant & plan development
- Be able to identify & bring stakeholders to the table
- Understand your advantages: longevity, stability and flexibility

Federal Agencies

- Pick your targets & be open to opportunities
- Work to get ahead of the RFP bind; ie legislation, initiatives, policy shifts
- Develop personal relationships at multiple levels: political & career
- Develop grant writing process; teams, budgeting, boiler plate, templates if possible
- Encourage staff to look for opportunities
- Use national conferences to identify directions & people
- Volunteer to review; you and staff
- Look for partners & possible collaborators
- Present & showcase at national level

Community Organizations

- Develop a close relationship with DD Council and P&A execs
- Network with other key disability organizations
- Participate in strategic events and initiatives
- Consider community organizations as grant partners
- Look for ways to involve students in their activities
- Join or initiate the building of coalition of orgs.
- Invite leaders to be speaker, panelists at Un. events
- Conduct events in different parts of the state
- Explore continuing degree opportunities for management staff

Legislature

- Work with your university to understand rules & promote advantages of your involvement
- Develop relationships with members & staff before a crises
- Learn about those who have personnel experience with disability
- Work to become a resource for information & analysis; send pertinent info
- Identify someone who will track issues at state legislature & consider feasibility of policy position
- To extent possible get to know federal members too

Public

- Reflect & discuss with staff on the image you want
- Develop public relations strategies: press releases, info grams, social media, newsletter, etc
- Develop relationship with local/state news organizations
- Develop feasible events calendar for your center that is open to local public
- Contribute to news outlets, public radio, newspapers about projects, successes and people
- Develop website that provides current information

Do you have to do all of this?

- No
- *But yes to some extent.....*
- Or have good people who can work as a team to cover these areas
- Also, don't have to do all at the same time
- Each adds:
 - to your capacity,
 - potential for impact and
 - ability to secure the resources to carry out your mission

Comments Or Questions



Additional Suggestions

- Seek a mentor(s) to talk with, observe & study
- Watch other directors in different situations
- Seek out others in other centers as possible partners and collaborators – build your network
- Find ways to participate in state and national activities, events & workgroups
- Seek that out of the box leadership opportunity – don't be afraid to go away to come back
- Begin building your non-federal discretionary funding resource
 - Materials, indirect return, donations, fixed price contracts, consultations