

Leadership

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**What are the common
qualities of leaders?**

**Consider the MSU
Presidents**

Characteristics of MSU Presidents

- Visionary
- Focused
- Intense
- Care about People
- Integrity

*“Each of us brings to our
job, whatever it is, our
lifetime of experiences
and our values.”*

- Sandra Day O'Connor

Management/Leadership Journey

- Rise above the situation

*“No one can make you feel
inferior without your
consent.”*

– Eleanor Roosevelt

Management/Leadership Journey

- Rise above the situation
- Look for opportunities...and take advantage of them

“Opportunities are usually disguised by hard work so most people don’t recognize them.”

- Ann Landers

Management/Leadership Journey

- Rise above the situation
- Look for opportunities...and take advantage of them
- Establish a plan and a goal
- Take Risks

“You have to be willing to step out of the pack and take risks, even jump completely out of your element if that’s what it takes.”

– Carol Bartz, American Business Woman 1948

Management/Leadership Journey

- Rise above the situation
- Look for opportunities...and take advantage of them
- Establish a plan and a goal
- Take risks
- Don't get discouraged and be flexible

*“For every failure, there’s an
alternative course of action.
You just have to find it.
When you come to a road
block, take a detour.”*

– Mary Kay Ash, American Businesswoman

Management/Leadership Journey

- Never say never
- Continue to grow

"Develop a passion for learning. If you do, you will never cease to grow."

– Anthony J. D'Angelo.

Management/Leadership Journey

- Never say never
- Continue to grow
- Keep a balance
- Identify a strong support system
- Identify a mentor(s)

Conflict – What is it?

A state of disharmony
between incompatible or
oppositional persons, ideas
or interests

Leaders vs Managers

■ Managers

- Good manager does things right
- Surrender to context
- Adopt truth
- Implement with probing
- Focus on efficiency
- Copy
- Focus on systems
- Short range

■ Leaders

- Good leader does the right thing
- Conquer the context
- Investigate reality
- Produce vision, plans
- Focus on effectiveness
- Innovate and initiate
- Focus on people
- Long range

Eight Steps of Transformation

1. Establish a sense of urgency
2. Form a powerful guiding coalition
3. Create a vision
4. Communicate the vision
5. Empower others to act on the vision
6. Plan for short term wins
7. Consolidate improvements and produce further changes
8. Institutionalize the new approach

Resistance to Change

- Is natural
- May happen at any level
- Can be detrimental
- Must not be ignored
- Not always bad

Two Alternative Approaches

Activity-Based

- Activities that sound good
- Assume that if we do enough “right” activities performance improvements will follow

Results Oriented

- Focus on achievement
- Measurable
- Strategic
- Assess cause and effect

Fundamentals to Thrive in a Changing Environment

- Accept change
- Step to a strategic role
- Understand strategy of organization
- Change your approach
- Foster curiosity
- Get involved
- Communicate your value
- Don't limit yourself
- Don't obsess

**Always remember, if you are
not a leader, the scenery
doesn't change.**