

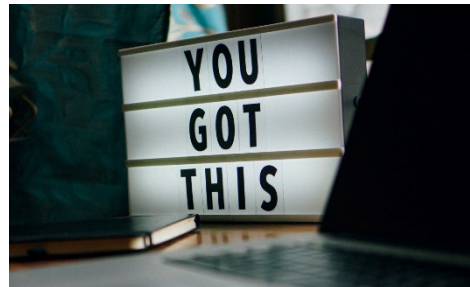
Grow On, You Crazy Diamond [Pink Floyd]

Leadership, just like University Citizenship, comes in many forms. Here are some ways you can build your own leadership skills, or help others to build theirs! We've also included some great reference material if today has you feeling ASPIRE-ational (see what we did there?)!

How Do You "Do"?

What is this thing we call "leadership"? What makes a good "leader"? Here are some ideas to ponder on what leadership can mean – pro tip: it doesn't always mean being a manager!

- Empathy
- Patience
- Willingness to be vulnerable
- Curiosity
- Trust in others
- Respect
- Confidence in your own abilities
- Passion for your cause
- Enthusiasm
- Transparency
- Honesty
- Ability to engage others and bring them on the journey
- ...and a sense of humour never goes astray!



Reflection: Do you think you demonstrate these attributes? Do you work with someone who does? Do you think there are more elements to add, here?

Coach vs Mentor vs Manager vs Leader?

Did you know there's a difference between being a mentor and being a coach? Did you know that leaders aren't always the people in management positions? Did you know that being a coach or a mentor is something you can do in any role?

Coaching: guiding someone to their own conclusions by asking them reflection questions such as, "how would you get to your goal?" and NOT providing advice (a tricky balance!)

Mentoring: guiding someone to fulfill a role or action by sharing your experiences, and offering suggestions on how to approach something

Managing: hands-on, explicit requirements and expectations, often in the shape of assigning tasks or duties. Can be helpful for newbies!

Leading: setting a direction or purpose by moving towards it. Bringing others on the journey with your enthusiasm for the cause, and your storytelling ability to help them "buy in"

5D Leadership – now in 3D!

We've all heard of the 5D Framework – it's an integral part of our Professional Development activities, and a great way to understand your potential and capabilities. Here are some ideas to help spark your curiosity on what you can do towards the 5Ds:

Exhibiting Personal Leadership – GET STUCK IN! Being a role model to engage others in supporting the University’s aspirations, volunteering across the UoA community, or stepping up and share your thoughts at a forum!

Setting Direction – GO FORTH, EXPLORER! Demonstrating the commitment to our cause, and to the ideas and plans of others, by plotting your course and sailing on towards success! This covers everything from Tupu goals to team projects and objectives.

Innovating and Engaging – NEW GOAL, WHO DIS? Seeking out opportunities for improvement, progression, and interaction is how you knock this one out of the park. Communicating your ideas for growth, supporting others in theirs, and asking the question, “how could we improve this experience?” are all great approaches, here.

Enabling People – LIVE, LAUGH, LEAD! Holding out your hand to help others along their journey, and accepting the hands of others as they help you on yours. Mentor someone, seek guidance from others, accept feedback and give it kindly – the power of engagement cannot be understated!

Achieving Results – OWN IT, BABY! The way we’ll meet our goals is to just take that first step up, and start working towards them! Achieving results means being confident that we are empowered to make decisions – and sometimes, getting comfortable with the uncomfortable. “Accountability” doesn’t have to mean “risk” – it can mean “commitment to seeing things through”, which is a powerful and important aspect of leadership!

Grow After ASPIRE!

Here are some handy links and source material for you to carry on your leadership journey! Talk to your own manager to find out about the opportunities within UoA.

Book: *Leaders Eat Last* – *Simon Sinek*

Book: *Turn The Ship Around* – *David Marquet*

Book: *Dare To Lead* – *Brené Brown*

Leadership programmes for UoA staff: <https://www.staff.auckland.ac.nz/en/human-resources/career-development/leadership-programmes.html>

More about the UoA 5D Framework: <https://www.staff.auckland.ac.nz/en/human-resources/career-development/leadership-framework.html>

What Is Leadership? <https://www.tonyrobbins.com/what-is-leadership/>