

# The Increasing Importance of Leadership Skills

Illini Parents 101  
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# James McGregor Burns

- Considered “grandfather” of modern leadership study
- Famously stated *“Leadership is the most observed, yet least understood, phenomena on Earth.”*

# Why is Leadership Such a Hot Topic?

Organizations are changing – takes leaders, followers, and collaborators interacting to effect change in organizations.

Communities are changing – relationships becoming much more complex – globalization and multiculturalism.

World view is changing – new paradigms.

# New Reality for Leadership

Industrial Age  
(old paradigm)

What was valued:

Stability

Control

Competition

Things (tools, for ex.)

Uniformity

Information Age  
(new paradigm)

What is valued:

Change

Empowerment

Collaboration

People & Relationships

Diversity

# Myths About Leadership

- Leadership is about power or positional authority
- Leadership is about delegation (a nice way of saying "telling other people what to do.")
- Leadership requires a specialized set of skills or traits only certain people have

# Commonly Heard Statements From Students

- "I'm not a leader – I'm not the president."
- *(In response to what role they play in a group):* "I'm typically the leader – I feel pretty comfortable being in charge."
- "I'm not popular enough to be a leader."
- "I don't need to learn about leadership skills until I graduate and join the *real* world."

# Contemporary Truths About Leadership

- Leadership is a process (not a mystery)
- Leadership is available to everyone
- Leadership does not reside in the individual
- Leadership involves *influence*
- Leadership means focusing on goals
- Leadership has an ethical responsibility

# Requisite Skills of Leadership

## ■ Personal Knowledge

- What do you value? What are your passions? What are your goals? What are you good at?

## ■ Interpersonal skill

- Teamwork. Listening skills. Articulate communication of complex issues. Ethics.

## ■ Organizational skills

- Project effectiveness, systems thinking, leading change.

## ■ Transitional skill

- Networking, perpetual learning, mentoring and coaching.

# What do we offer at the Leadership Center?

- i-programs (Insight, Intersect, Ignite, Imprint, and Integrity)
- Courses
- Certificate Program
- Consultation
- Library
- Leader Shape
- Internships

# INSIGHT

i-programs

- Overnight conference (2 days, 1 night)
- Focuses on Self-Development, Self Assessment, and Self Awareness

# INTERSECT

i-programs

- One-day program
- Focuses on Interpersonal Development and Communication skills

# INTEGRITY

## i-programs

- One-day program
- Focuses on personal values and ethics, and practicing good leadership when it is difficult to do so

# IGNITE

i-programs

- Three day, two night program
- Focuses on Organizational Effectiveness

# IMPRINT

i-programs

- One day workshop
- Focuses on Transitional Skills and Networking
- Alumni Coaches present

# Leadership Certificate Program

- 2-4 semester commitment  
(preferably 3-4 semesters)
- In the certificate program you develop a Personal Development Plan and a portfolio
- A leadership coach helps you in this process and gives you information about leadership development opportunities on campus

# Certificate Program Requirements

- 4 leadership conferences (3 i-Programs)
- 2 academic classes (theory + practical)
- 2 co-curricular experiences
- Personal Development Plan (PDP)
- Portfolio
- Meetings with Leadership Coach

# Consultation

- Help with leadership experience for an organization or committee
- Important topics may include:
  - Effective Communication Skills
  - Teambuilding activities
  - Retreat planning

# QUESTIONS?

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