



MOTIVATING FACULTY

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DISCLOSURES

- No relevant financial relationships
- No relevant non-financial relationships

LEARNING OBJECTIVES



IDENTIFY STRATEGIES FOR
LEADERSHIP DEVELOPMENT WITHIN
THEMSELVES AND WITHIN
DEPARTMENT FACULTY



IDENTIFY THREE ACTION ITEMS FOR
PERSONAL GROWTH



IDENTIFY THREE ACTION ITEMS FOR
PROFESSIONAL GROWTH



**IMAGINE A
WORLD**

**BUT WHAT DOES THAT
LOOK LIKE?**

WHAT ACTIONS CAN I TAKE?



A photograph of a forest with tall, thin trees. Sunlight is streaming through the canopy from the upper left, creating a bright glow and casting long, dark shadows across the forest floor. The ground is covered in a thick layer of green moss and fallen twigs. The overall atmosphere is serene and natural.

**WHAT DO YOU WANT TO
IMPROVE?**



THIS IS ME



STEPS TO GET THERE

- Lead by example
- (Intentional) common vision
- Effective, multidirectional communication
- Alignment of expectations
- Reward achievements
- Be consistent
- Efficient and effective



LEAD BY EXAMPLE



**Stop trying to "fix" people,
maximize what they are good
at**

Align task with individual strengths



Build a diverse team

Variety of abilities and experiences



**Have your team members best
interest at heart**

Demonstrate that you advocate for the
department and faculty



**Empower people to be their
best**

Don't micromanage

STRENGTHS-BASED LEADERSHIP



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MISSION STATEMENTS, THEY ARE MORE THAN YOU THINK

By itself, your mission statement doesn't mean much. It's just words on a page.

But if it's supported by a group of people who care about making a difference in the world, that's something else.

Few things are as powerful as a shared mission.

- [Building a team mission](#)

Identify and engage stakeholders and relevant team members



Once vision is determined, regularly remind everyone of this vision

Break long-term vision into several shorter duration touch points

Share vision, touch points, and long-term road map with team frequently

Remind faculty why things occur (not just the what, but they why)

COMMON
VISION- THAT
IS
INTENTIONAL



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EFFECTIVE COMMUNICATION



Be intentional, clear, and concise



Get to know your department
and the persons to make it up

Walk around



Don't be afraid of conflict

Fierce Conversations
Difficult Conversations
Critical Conversations



Build buy in, not necessarily
consensus

Get to "yes"



Build a sense of community

A close-up, top-down view of a colorful umbrella in the rain. The umbrella has several distinct sections in shades of red, orange, and yellow. Raindrops are falling heavily around and on the umbrella, creating a blurred, bokeh effect in the background. The entire scene is framed by a thick, hand-drawn black border.

Making Teams work

Effective email communication

Rules of email engagement



When to call?

Needs conversation and intended message may not be communicated well in email

Quick question that can easily be answered



When to email?

Any request that requires another person to complete a task

When the content needs to be documented

When message needs to be communicated to a large group in different locations

- Use tags in the subject line
 - ACT:
 - READ:
 - URGENT:
 - DUE DATE:

Clear
subject
line

Direct
next steps

- Use bullets/numbers when possible
- Highlight the action that needs to be taken
- Bottom line upfront
- Specify timeline

One topic
– one
email

Identify
individual
targets

- Keep focus on the topic at hand in the email thread
- If a new topic arises, start a new thread with a new subject line

- @name- action
- @name- fyi
- Those with @fyi= no expectation for response



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ALIGNMENT OF EXPECTATIONS



Expectations need to be clear and consistent



Clarify project design and objectives up front



Develop a road map that outlines objectives and how they will be accomplished



Make work meaningful



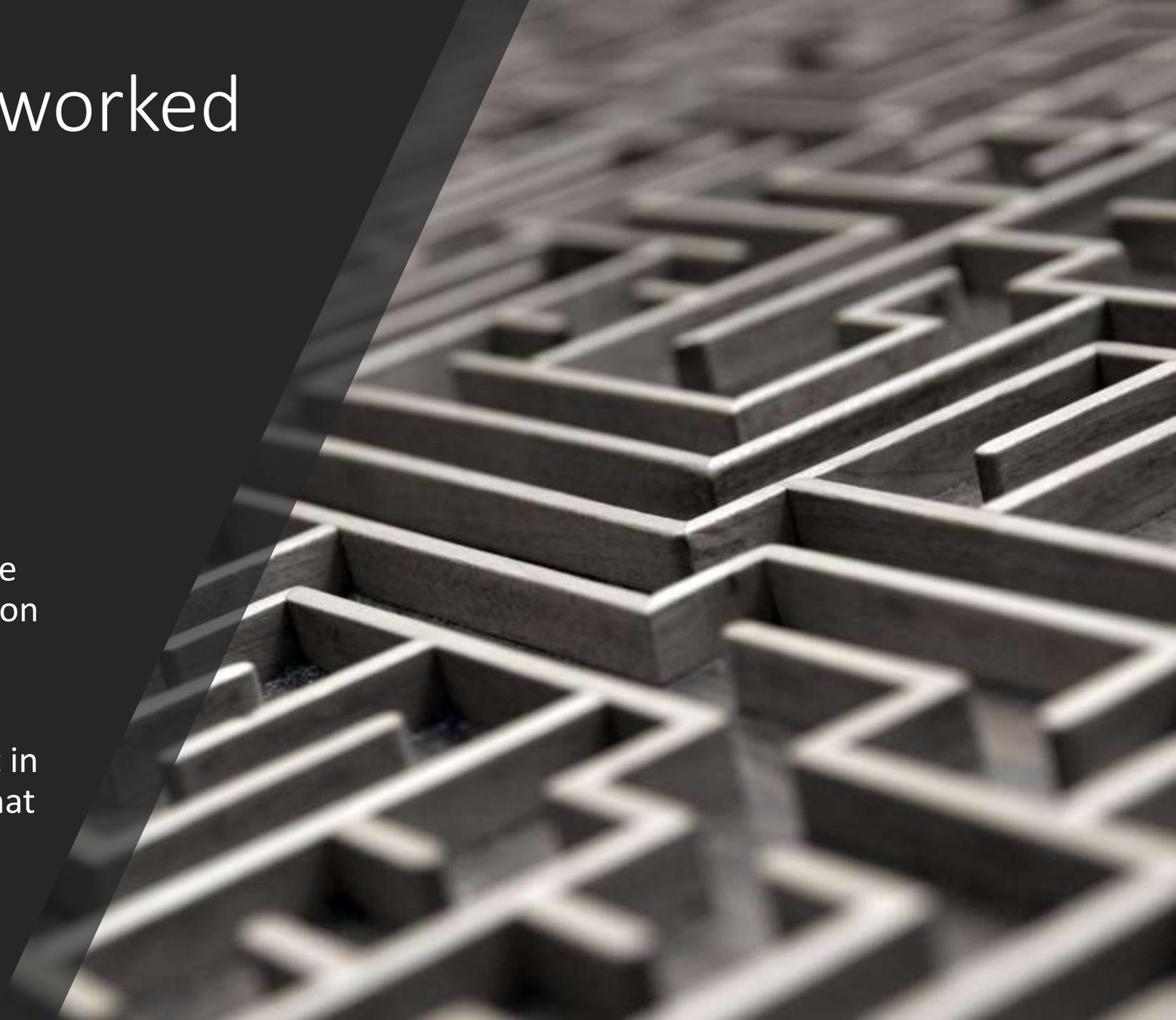
Get buy in



Be ever considerate of workloads and scheduling

Strategies that worked (for me)

- Start with a problem, not a solution
- Imaging what the ideal world would look like
- Once you have your vision, deconstruct this vision to create the system that allows that vision to exist
- Be specific
 - Target faculty engagement in specific tasks/objectives that are time limited



Systems thinking approach to planning



Let's break it down

Learn to see the whole system

Get clear on the results that matter to you

Determine the best actions

Figure out what contributions are needed and who needs to play well together



Accountability phrase:

Remind us we are committed to each other

Remind us we are committed to the team

Remind us we are committed to the mission



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Moments matter

Transformative snippet of time where someone does something that makes a lasting emotional impression on how you feel about them and your relationship with them.

What makes a moment?

1. Elevation.

1. Boost sensory appeal;
2. Raise the stakes;
3. Break the script

2. Insight.

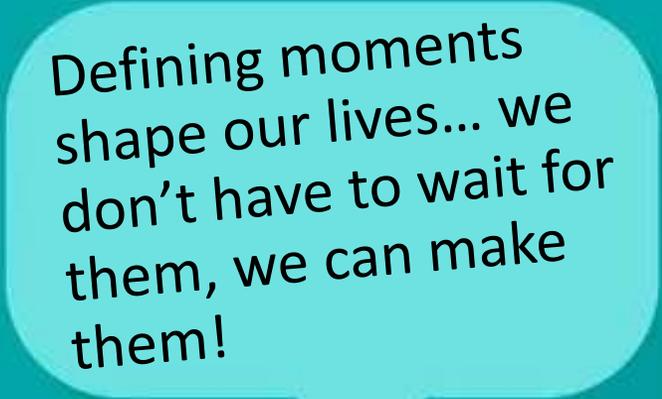
1. Trip over the truth;
2. Stretch for insight

3. Pride.

1. Recognize others;
2. Multiply milestones;
3. Practice courage)

4. Connection.

1. Create shared meaning;
2. Deepen ties;
3. Make moments matter



Defining moments shape our lives... we don't have to wait for them, we can make them!





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CONSISTENT LEADERS

1

Build trust

2

Establish and
uphold
expectations

3

Establish
personal rules

4

Explain
inconsistencies



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EFFICIENCY

- Everyone is busy, don't complicate things or make things take longer than needed
- Make every effort to make department function as efficient as possible

APPLY THE
CONCEPTS
DISCUSSED
TODAY TO THE
EFFORTS YOU
IDENTIFIED AT
THE OPENING



Leadership Role

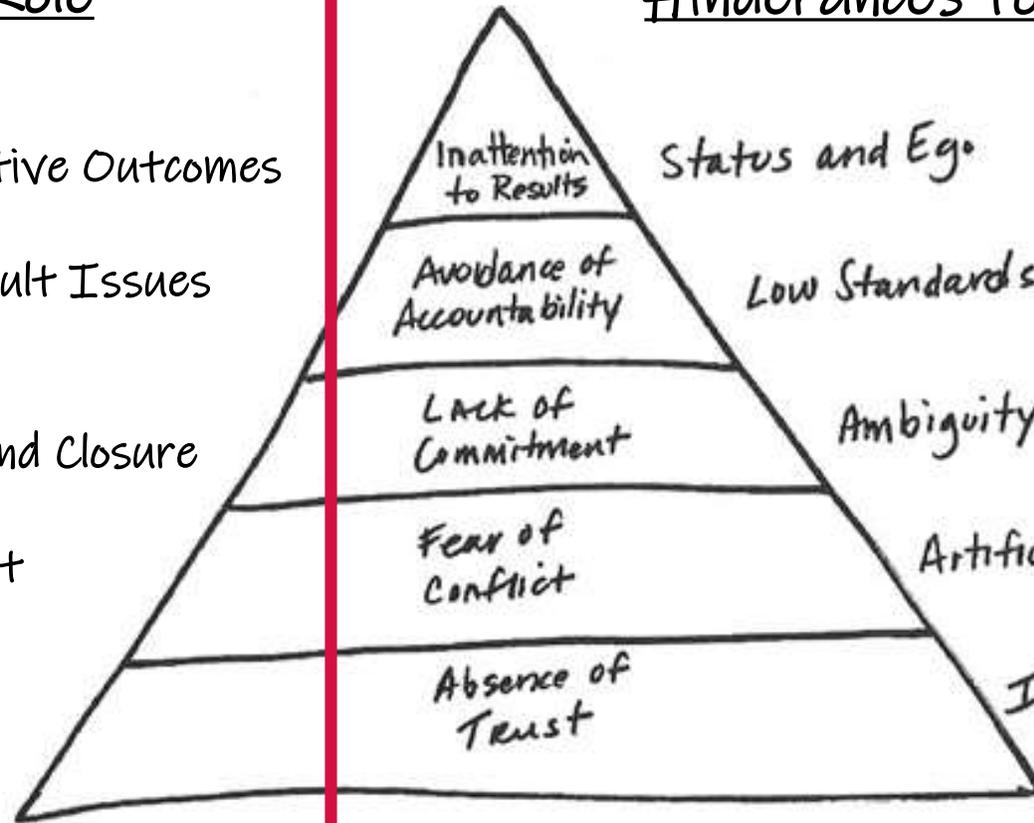
Focus on Collective Outcomes

Confront Difficult Issues

Force Clarity and Closure

Mine for conflict

Go first!



Hinderances to success

Status and Ego

Low Standards

Ambiguity

Artificial Harmony

Invulnerability

HOW ~~NOT~~ TO BE A TEAM



CONTINUE TO GROW

- Leadership isn't something that just happens, it is a collection of traits and abilities that are developed
 - Neither is team engagement
- Find sources of information, learning, growth

A scenic aerial view of three large, red hot air balloons floating over a dense, green forest. In the background, a large, golden pagoda is visible on a hillside, surrounded by more trees and smaller structures. The sky is a soft, hazy blue, suggesting early morning or late afternoon. The balloons are the central focus, with one in the foreground and two slightly behind it. The overall atmosphere is peaceful and majestic.

THANK YOU

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