Leadership & Management - The Current State of Affairs

- **Research-practice disconnect:**
  - <1% of practitioners make any effort to seek out and understand research related to management/leadership.
  - 20% competency rate (would you work for them again?).

- **The reality:**
  - “Everyone is an expert.” (personal preference, bad habits, tradition)
  - “Experience is the best teacher.” (unsystematic evidence)
  - General skepticism about the idea that we can positively affect our own leadership ability (got it, or not)
The Alternative: Evidence based Approach

- My own story: “A long time ago, in a galaxy far, far away…”

- Evidence-based approach:
  - Systematic and intentional application of what is known to work (example: medicine).
  - What does the best available evidence suggest that great leader’s do?

- Applying it in the classroom:
  - Management 4343
  - Geography 3230
Management 4343 - Leadership

- In the COB, students have (minimum) 9 hrs of leadership under their belts before I see them.

- Leadership projects:
  - An experiment in evidence based leadership.
  - Affect a change of their own choosing (act from their passions) in the university, organizations, and communities.
  - Evaluated on application—i.e. leading intentionally based on the best evidence.
Management 4343 - Leadership

Goals:
- Equip students with an opportunity to engage in intentional leadership through the application of research.
- Provide a positive experience in evidence based leadership and build skills and trust in research that is important to future leadership efforts.
- Provide a leadership story to tell to prospective employers.
- Experiences, challenges and critical questions confronting projects serve as basis for in-class discussion.
- Make a positive and lasting difference to the university and community.
Management 4343 - Leadership

- **Results (Fall 2012)**
  - Students in the course raised more than $20,000 in initiating and leading charitable events.
  - Standing support groups were developed for students with weight issues.
  - More than 3,000 lbs of food collected for the local food pantries.
  - Student invited to serve on local food pantry board of directors.
  - Several environmental clean-up efforts executed.
  - 130 pints of blood were collected.
  - A company was incorporated.
  - A rural volunteer fire department revitalized.
  - Many more.
Support teaching efforts of Drs. Rosana Ferreira and Scott Curtis

Course has dual purposes:
- Content- Global climate change
- Team projects- Student teams with members from five countries selecting and implementing a project designed to address climate change.
- Challenges abound- language, technological, cultural, etc., etc.

Solution?
- What does the research say? Be intentional:
- Based on two papers co-authored with Drs. Bill McDowell and Josh Aaron about “team charters.”
GEOG 3230 - GLOBAL CLIMATE CHANGE

- Team Charters
  - What does the research say about great project teams?
  - Students discuss and ratify a team charter prior to project inceptions.

- Results:
  - Positive (or at least more positive) student responses.
  - Deeper understanding and trust in research.
  - Great projects, friendships and a story to tell.
Questions?