

## Leadership Alerts

Articles & Links on Educational Leadership, Tech and Customer Service  
Compiled & edited by VCC Library

September 1, 2015

Lillian Cunningham and Jena McGregor. (2015, August). **Why Big Business is Falling Out of Love with the Annual Performance Review.** *The Washington Post.*

Lately a small but growing number of major U.S. companies, including Accenture, Adobe and Gap, have been saying goodbye to an annual rite of corporate life that both employees and managers love to hate: the traditional performance review...

Kathy Caprino. (2015, August 29). **How Much Has Our Perception of Great Leadership Shifted Over the Last Decade and What Has Changed?** *Forbes.*

Today's leaders recognize that to sustain their legitimacy they must have consistency between their True North – their deepest beliefs, values, and principles that guide their lives – and the purpose of the organization. This requires leaders to understand their life stories and their crucibles to gain deep awareness and acceptance of who they are – their strengths, weaknesses and vulnerabilities. This is achieved through personal self-examination, introspection, and honest feedback from those you respect.

James G. Bohn. (2015, August 5). **A Leader's Role In Managing Change Resistance.** *LinkedIn.*

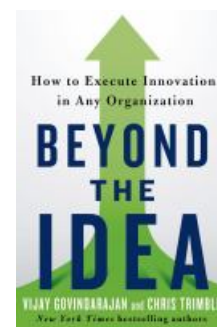
We have all heard the well-worn phrase "Winning hearts and minds" as a recommendation for effectively managing change, but there is little

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### BOOKSHELF SPOTLIGHT

**Beyond the idea : how to execute innovation in any organization**



**Emotional fitness coaching :**

detail behind that phrase. And though there are endless pages written about change management, the nuts and bolts of why people resist change are rarely examined in detail. Leaders may or may not want to address them all, since some of them are very personal, but simply understanding these basic (and in many cases, legitimate) reasons for resistance may be one of the best things leaders can grasp in their quest for change.

Manfred F.R. Kets de Vries. (2015, March 10). **How to Manage Who Can't Handle Ambiguity.** *hbr.org*

Getting past good vs. evil, hero vs. villain, and love vs. hate.

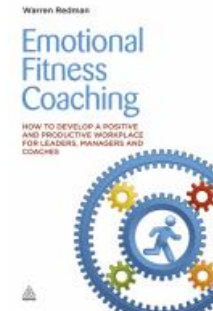
**Advice From Women Leaders In Higher Education.** (2015, August 11). *Teamwork.com Blog.*

Pursuing advanced education can be challenging enough. To return and 'give back' as a leader in that same community is not just a career, it is a vocation. We interviewed eight women in leadership positions in the field of higher education to kick-start our Industry of the Month focus on Education. Each shared her unique perspective on motivation, creative thinking, essential leadership skills, and where the field of education is headed.

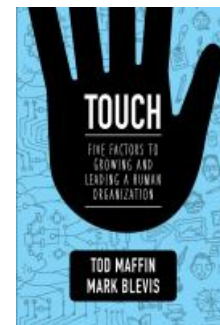
John Elmes. (2015, August 20). **Shared Leadership A 'Necessity' For Universities.** *Times Higher Education.*

Drawing on examples from the UK and Australia, the authors of a study for the Leadership Foundation for Higher Education argue that in the context of increased managerialism, where many staff are "skeptical of traditional influence and authority", shared leadership – which involves distributing managerial power outside a small circle of people – can offer a means of "reconnecting academics with a sense of collegiality, citizenship and community".

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