

To Aspire or not to Aspire: That is the Leadership Question

Tuesday - 6/16/2020

3:00 PM - 3:45 PM

**Presenter = Maria C. Garrity,
SUNY BUFFALO STATE**

**Moderator = Idalia Torres
SUNY Fredonia**



Etiquette Tips for WebEx Session

- Please do not click the annotate (pen), which will interrupt the presentation
- Kindly keep your microphone muted until the end to ask questions.
- Moderator will monitor chat for questions or raised hands and will let the presenter know at the end of the presentation.

CIO Leadership Academy Framework:

- **Preparing the Next Generation of IT Professionals to Lead in Higher Education**
- **Important to Hire and Retain qualified IT Staff and Leaders**



About Maria

Maria C. Garrity, MSED,
MCP, ITIL certified
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- Adjunct professor educating students in database programming
- Recipient of the President's Caring Bengal Award



In 2020...

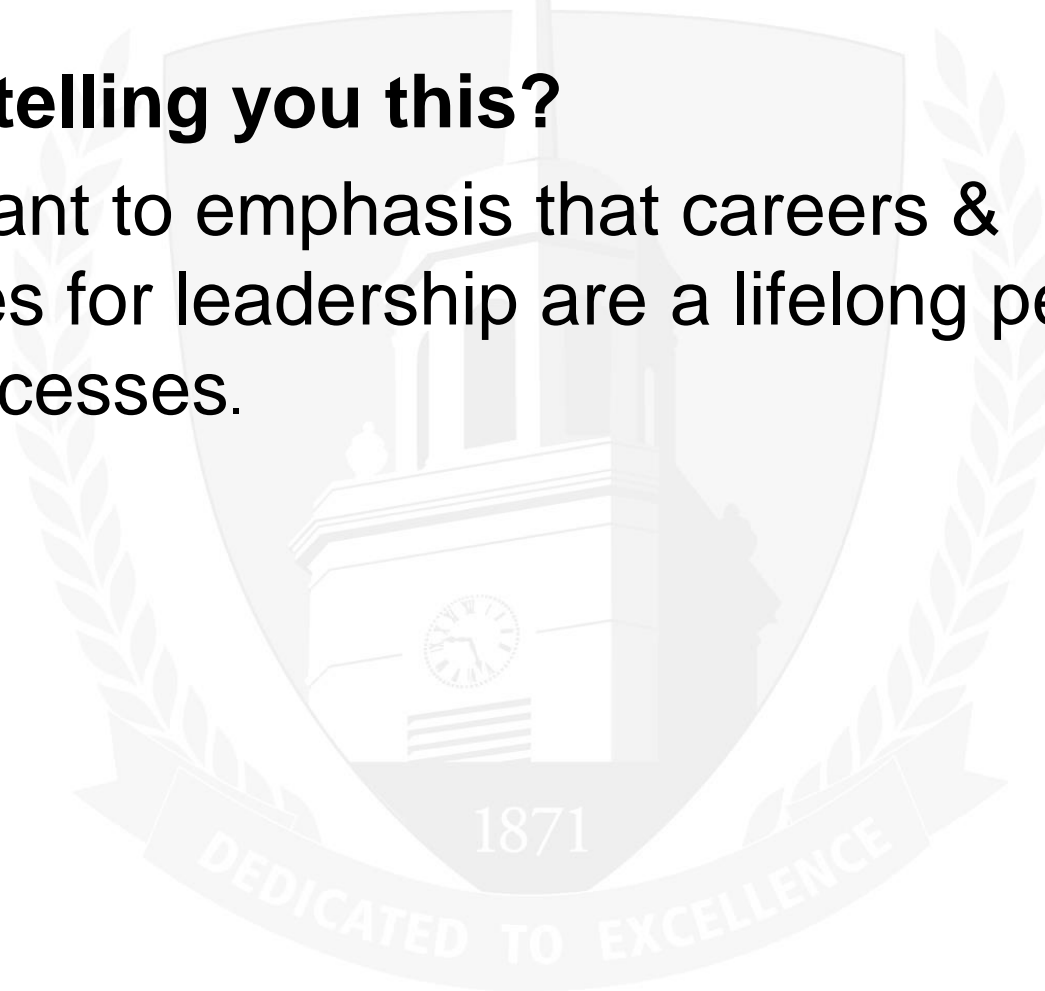
- 2020 CIO leadership graduate & credly certified
- 2020 Nominated for the Infotech of WNY Beta award for “Educator in Technology”



Why continue evolving and growing?

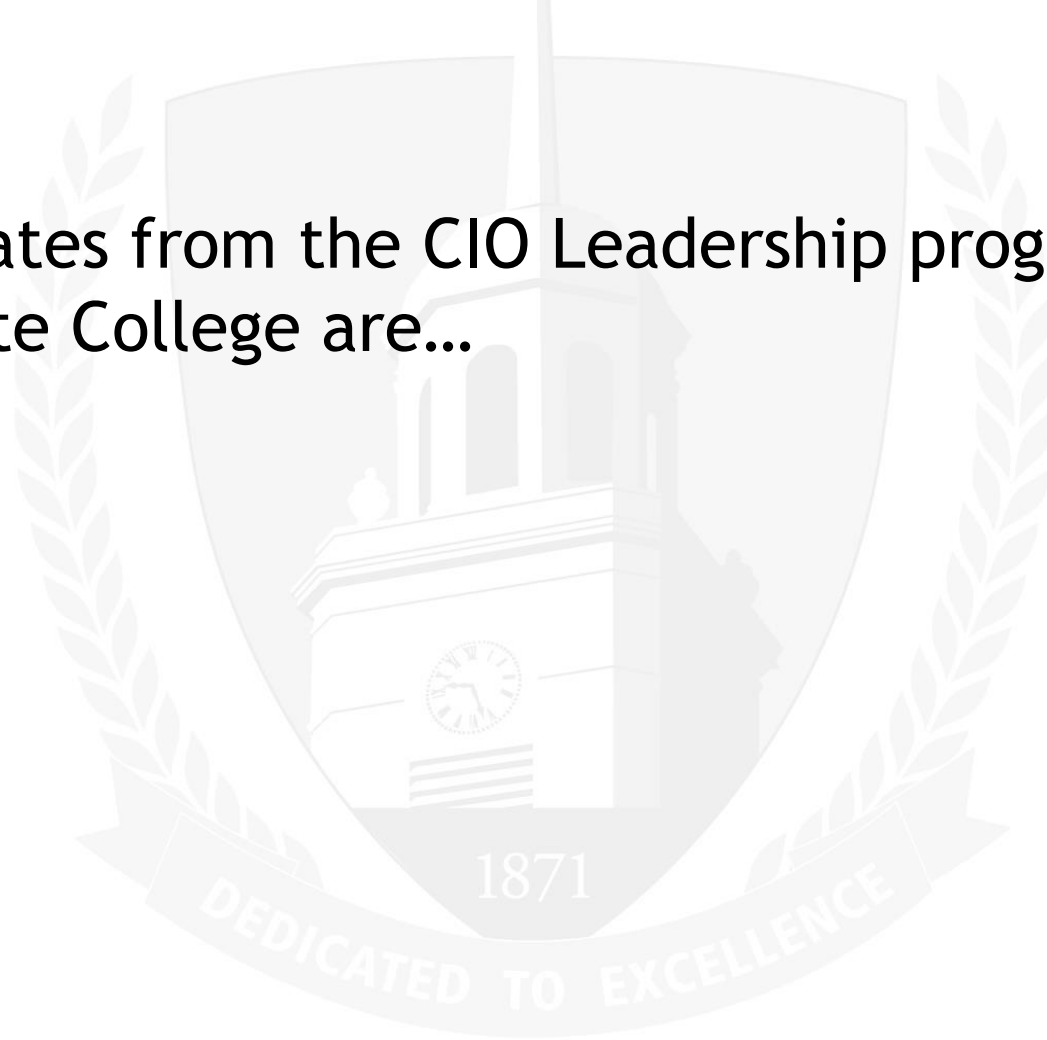
Why am I telling you this?

It is important to emphasize that careers & experiences for leadership are a lifelong perpetual growth processes.



Past Graduates

Past Graduates from the CIO Leadership program from Buffalo State College are...





Melanie Kenyon Class
of 2018



Jackie & Khaleel
Class of 2019

CIO Leadership Academy



Congratulations!

Class of 2020

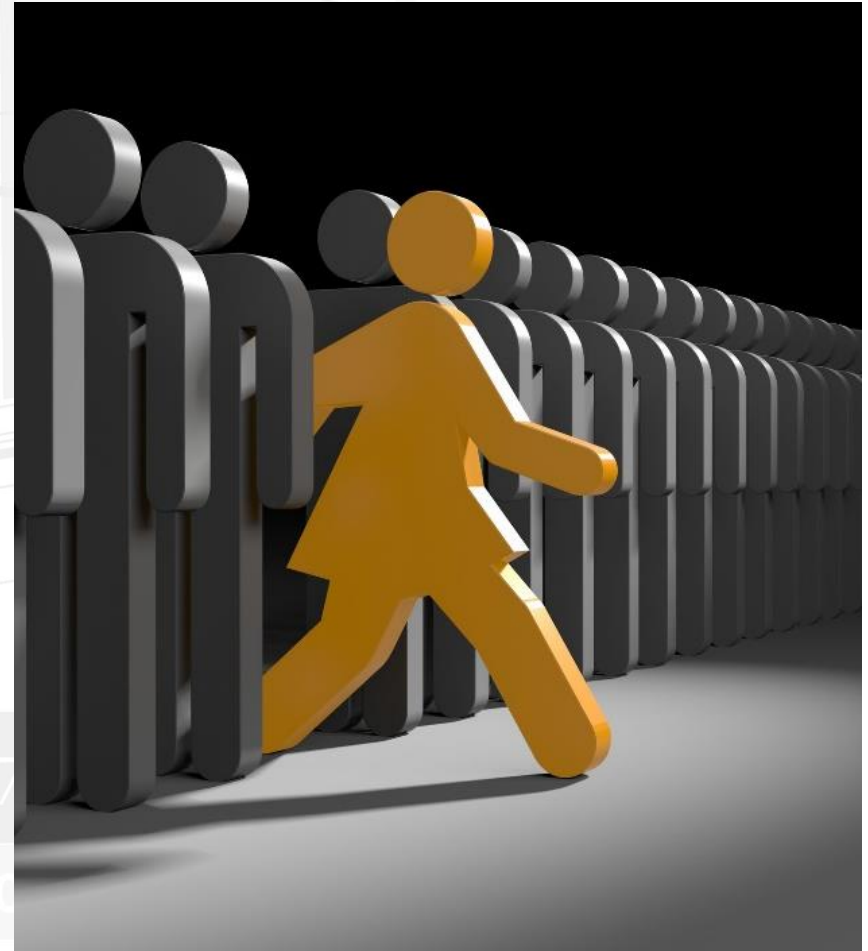
CIO Leadership Academy

MARIA GARRITY
CLASS OF 2020



Have the foresight to stand apart from the rest

- Our team was asked if we would like to go to a CIO leadership training.
- Have the foresight to know this will be not only good for your professional growth, but for the department's growth as well.
- We need to retain qualified IT staff and leaders.



What does leadership mean to you...

Aspire or not to Aspire... that is the leadership question. What does leadership mean to you?

- One definition is that Leadership has little to do with authority, management acumen, or even being in charge.
- True leadership is about empowering others to achieve things they didn't think possible.
- **Simon Sinek**

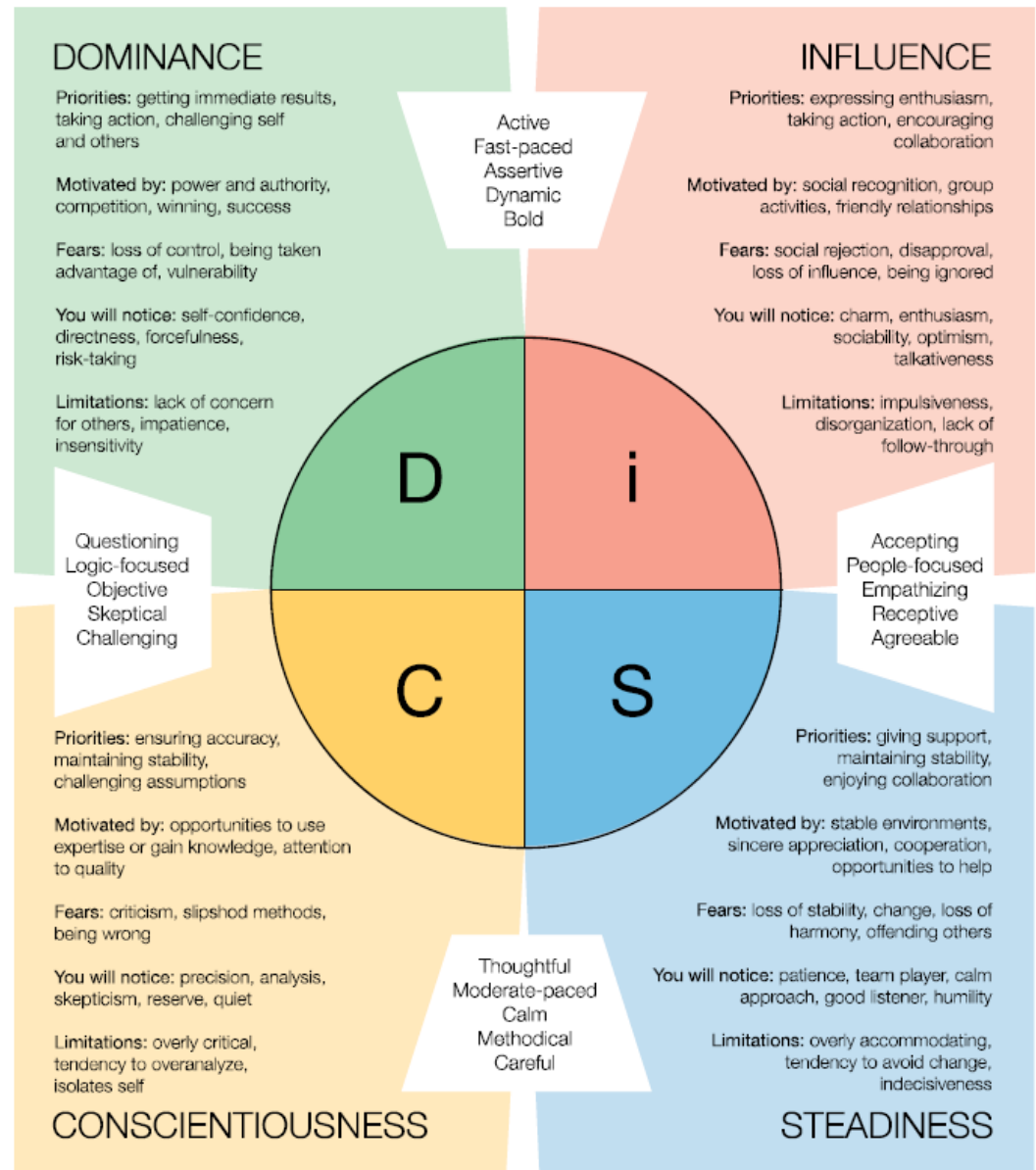
inspiring people to believe that the impossible is possible...

Hold on to these thoughts as we continue to aspire...

DiSC Assessment

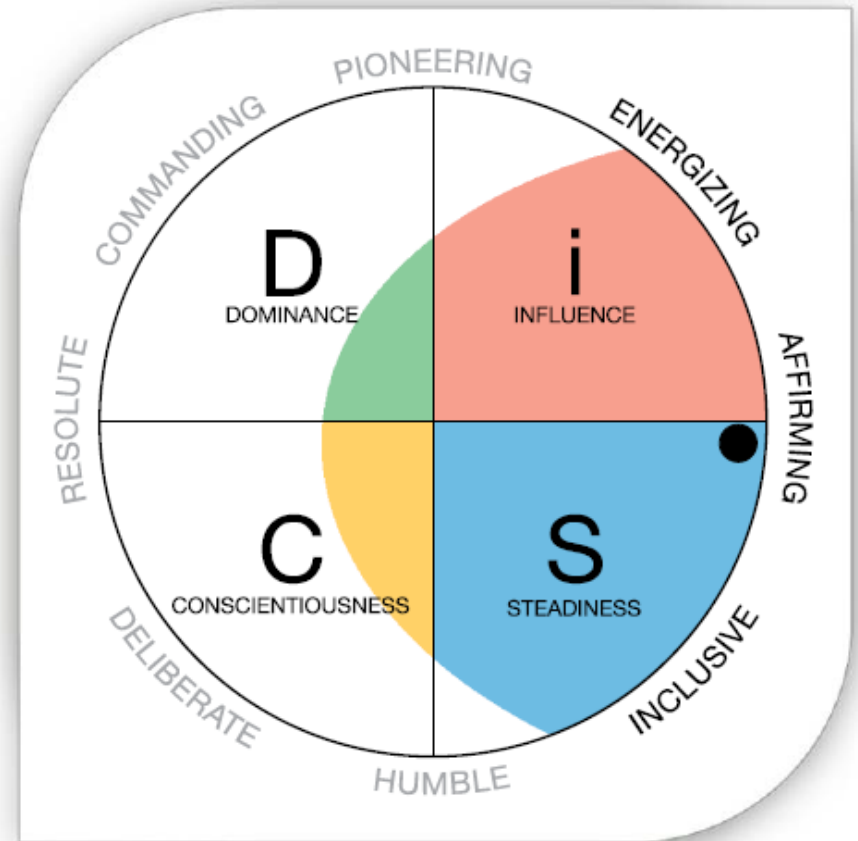
- After applying, I received a congratulatory email along with a full scholarship to attend CIO Leadership training.
- I made the arraignments to go to Albany for the kickoff in February.
- What type of leadership style are you
- Need to complete brief DiSC Work of Leaders assessment.
- Knowing your assessment ahead of time will help with the kickoff training and questions.

- The DiSC assessment provides a simple process that helps leaders get real results.
- It improves self-awareness in key areas that will help you get better outcomes as a leader.
- Isn't that the goal of a true leader, to get better outcomes?



My DiSC Assessment

- We are all assigned a mentor/coach to help us reach our goals.
- Just note that you will get out of the experience what you put in it with your mentor.
- My mentor was Sean Moriarty CTO from SUNY Oswego



Kickoff

- Pickup my rental car and off I went with all the “Steadiness and influence” qualities with me.
- **Got a flat tire**
- Adversity and quick-thinking skills builds strength & and those are a couple of things we learned at the leadership academy.
- Snowstorm on my way home from the academy
- The kickoff - two-day in person event hosted in Albany in early February 2020 at the Rockefeller Institute for Government.



2 days of excitement

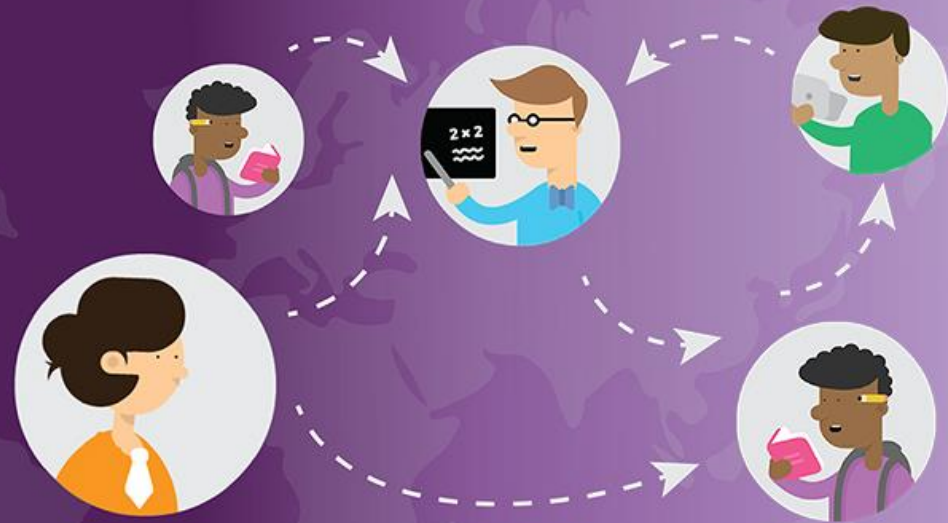
- We began learning right away for 2 days.
- Shortly at home we were thrown a curve-ball and abruptly thrown into remote learning and remote working.
- At Buffalo State our campus standard web-conferencing package is Blackboard Collaborate Ultra.
- Faculty quickly learned it and used it for their classes
- Student success is our main priority.





Buffalo State Official Web Conference package is Blackboard Collaborate Ultra, integrated with our Blackboard Learning System

Blackboard
collaborate »



After the news of the Pandemic

- More compassionate, more understanding and more available.
- Aware of who we are as a person.
- DDOS denial of service attacks that took down universities, fires, earthquakes or storms, but the difference is that we recovered and moved on.
- COVID has many unknowns and it seems like there is no end in sight.
- Take time for yourself and relax before there is significant burn out.
- Rejuvenate your creative energy to be thinking of problem solving more clearly.



Roles became more crucial

- Quickly implement another remote gateway server to balance the load and account for the volume of faculty/staff remotng & connecting to our network
- Because we needed to keep the continuity of business flowing.
- Suddenly our roles became more crucial
- Rely on technology more than ever.
- Covid allowed us to reflect on who we are a leaders and what our strengths are.



What are your Strengths? I teach, what is your superpower?



" My strength lies in my ability to deny my weaknesses. "

More Leadership Training & Topics for Discussion

Six Domains of Knowledge for Higher Education Leaders.

- Why, because as leaders we should understand the institutional mission , understand the students they serve, and know what motivates their team.
- <https://sunysail.org/2017/12/13/six-domains-of-knowledge-for-higher-education-leaders/>

Be in the KNOW...

1. Know Yourself

- What is your leadership style?
- How do you relate to others ?

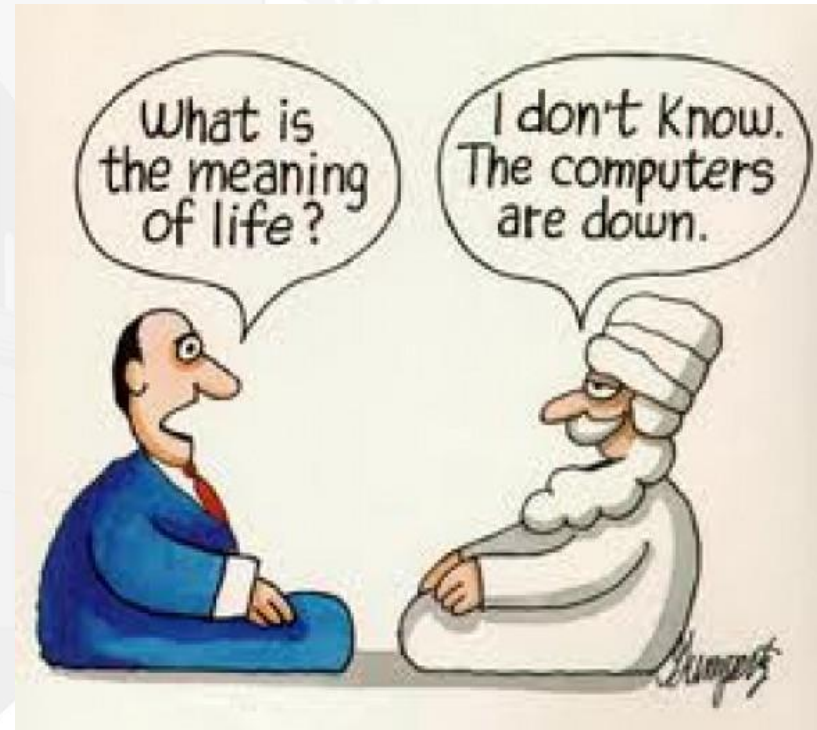
2. Know Your Skills

- What are your leadership skills?
- What skills are needed for you to be successful in your current role? In your future role?

Why? because effective leaders recognize the need to grow their skills and seek out ways to develop the skill sets necessary to be an effective leader.

3. Know Your Team

- Leaders need to understand what their team members value, what motivates them, and what they need to be successful.



The More you Know...

4. Know Your Students

Students are the central consistency of any college and university.

<https://buffalostate.edu>

5. Know Your Institution

An effective leader understands the institutional mission, vision, strategic plan, resource strategies, value propositions, enrollment trends, etc. and how their unit fits within that context.

<https://suny.buffalostate.edu/sites/suny.buffalostate.edu/files/uploads/Documents/factsheet.pdf>

6. Know Your Context

The entire higher education sector is experiencing significant amounts of change especially this year with COVID, from demographic transformations to economic challenges to new forms of public and private resources going to higher education.

Start with WHY

- We had many leadership lessons and engaging guest speakers
- Some growth sessions were on "how to manage up" and "how to communicate with geeks and non-geeks".
- We talked about Simon Sinek and his video "Start with Why".



SIMON SINEK

People don't buy what you do, they buy WHY you do it.
Start with the why.

Simon Sinek Video "Start with Why"

<https://www.google.com/search?q=Simon+Sinek+Video+%E2%80%9CStart+with+Why%E2%80%9D&ie=&oe=>

We don't buy what you do, we buy WHY you do it...

This inspired thinking shared with you by



Video that changes everything

RECORDED WITH
SCREENCAST



0:13 / 5:00



See if you know what I am referring to when I say...

- Why? We define and exhibit moral and ethical courage to make a positive impact, especially in times of crisis.
- How? We teach and grow by being visionaries, having strong communication skills and setting an example for everyone.
- What?
Want to be a leader

Web Conferencing Presentation

- How to make a great web conferencing presentation and let me share those with you.



How to Make a Great Presentation

- To make a good presentation you need to connect between speaker and audience.
- People need to understand what is important.
- You want them to remember and perhaps do something differently due to what you said.
- You need to have a vision to move organizations forward and bring passion to the table



Connecting the head with the heart

- Leadership is not about you, its about HOW well your ideas are enacted
- New ideas can change organizations
- Be specific on what you say and how you say it
- Focus on the goals of what you want to accomplish
- Focus on who you are connecting
- People hear through the WIIFM filter
- Develop your message so it resonates with your audience
- WHY does your audience care about what you are going to say
- Most importantly connect the HEAD with the HEART to move to action



See it, Believe it and Act upon it...

- What immediate leadership challenges are you facing now?
- What leadership challenges are you going to face in the next 1-3 years?
- What is your vision? “See it, Believe it and Act upon it”
- What are your strengths to change the world - one student at a time?



Now, go make the impossible,
possible...

THANK YOU!



Questions/Comments



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CIO LEADERSHIP ACADEMY INFO

For more information on the CIO leadership academy & cost:

<https://sunysail.org/about-sail/cio-leadership-academy/>

- Contact Christy Rohmer crohmer@nysernet.org
- Contact Carolyn Mattiske Carolyn.Mattiske@suny.edu

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