

Proposal for: Academic Chairpersons 2023 Conference

Title: Frame your Leadership

Abstract:

Participants will engage with Bolman and Deal's four frames of leadership model to gain insight and look at issues facing their departments from multiple perspectives. Come to this presentation and learn what frame(s) you use most and understand how to interact with others on your team by using different frames.

Description:

The Society for Human Resource Management noted that leadership will remain the top human resource challenge in higher education through the year 2025. At the forefront of the issue is the lack of individuals who specifically possess leadership knowledge. Leadership in higher education requires the ability to understand and view a variety of issues from multiple perspectives; therefore, having models to draw from better positions academic leaders to successfully lead their teams.

This presentation will explain Bolman and Deal's four frames of leadership model – structural, political, symbolic, and human resource. Participants will be asked to identify their preferred frame by using a simple assessment tool. We will discuss the drawbacks and strengths of each frame.

Additionally, examples and case studies will be used to demonstrate how the four frames model can lead to greater understanding of complex situations. Ideas will be shared about how to use the four frames to assist with conflict management, building consensus and effectively managing meetings. This presentation will be engaging, interactive and participants will leave with a tool to manage their next situation in their home departments.