Q: How do you define leadership?
A: There are extensive materials online, in books, and in videos about "leadership" these days. I try to be open to them all, but I believe the main principles of leadership are "time and energy." Being aware of timing and how to direct appropriate energy is key to good leadership.

I try to be deliberate with this theory. I am very aware of timelines and make sure to be a good listener. I want to know how people feel about achieving their goals. As a leader, it is my job to make sure the timing is right by planning ahead and that my employees have the right energy and resources necessary to be successful.

Q: What three words best describe your leadership style?
A: Flexible, fair, and mentoring.

Q: What is the best piece of career advice you've received?
A: If I had to pick one piece of good advice it would be to continually learn. Try and take a class every year even if it is simply a dance, painting, or personal development class.

Q: What are you reading/listening to/watching right now?
A: Reading: Panopto Classroom Recording Software documentation for work. Listening: I'm currently on a classical piano/strings kick right now. Watching: The TED Talk video series. I love the awesome nuggets of inspiration for work and life.

Q: Tell me about your experience with the CLE. How has it changed your work?
A: I recently participated in Leadership Essentials. The experience has taught me to be more conscious of my environment and the people around me. I'm an IT guy at heart and tend to be introverted. I am discovering that involving my team is rewarding.

The Leadership Essentials class taught me to communicate more effectively and gave me tools to do my best. The class also taught me to structure my workflows. Now, I can check it in steps and ensure the best outcome and final product. I can then effectively communicate the vision to my team, supervisors, and ultimately, my clients.

At a higher level though, I feel more connected to the University. Aside from the manager training, I appreciated the overview of how the University works and the University's goals overall. These lessons proved that I am doing more than just supporting my department and school. I now have the knowledge and resources to see the University working for me instead of just me working for the University.

Want to share your personal perspective? Email us and we’ll listen.

Class Opportunities

Expand your knowledge and skills and enrich your professional and personal life through our broad selection of classes!

Check out our annual calendar for opportunities appropriate for all UVa employees.

Stay tuned for our 2016 calendar coming in December!

Visit our calendar and class listing.

Leadership Tip: Authentic Leadership

1. Authentic leaders are self-aware and genuine. Authentic leaders are aware of their...
strengths, their limitations, and their emotions. They also show their real selves to their followers.

2. **Authentic leaders are mission-driven and focused on results.** They are able to put the mission and the goals of the organization ahead of their own self-interest.

3. **Authentic leaders lead with their heart, not just their minds.** They are not afraid to show their emotions and vulnerability, and to connect with their employees.

4. **Authentic leaders focus on the long-term.** Leaders realize that to nurture individuals and to nurture a company requires hard work and patience, but the approach pays large dividends over time.

*Read the full article by Kevin Kruse.*

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**Class Spotlight**

**Getting Comfortable at the Lectern**

**Wednesdays, October 21 and 28**

9:00am – 12:00pm

2400 Old Ivy Road

*Feel comfortable and clear-headed as a public speaker!*

[View more details and enroll now](#)

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*Is there a class you’d like us to offer? [Email us](#) and we'll work with you.*

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