



## SIU System-wide Staff Leadership Training Summary Fall 2022

The Staff Advisory Committee for the SIU System (StACSS) sponsored a 4.5-hour, in-person, interactive **leadership workshop** for SIU staff on all campuses. The training was **successful** in several respects:

- **Participation:** 408 SIU staff attended at Carbondale, Springfield, Edwardsville, and Alton.
- **Quality:** Participants rated the training an average of 4.9 on a 5-point scale.
- **Diversity:** 14% of participants were minority; 82% were female.
- **Schedule:** 29 workshops were conducted during September-December 2022, as planned.

**How It Started**—In December 2021, StACSS surveyed all SIU staff on all three campuses regarding professional development desires. Many requested leadership training. Some committee members recommended Dave Heth, an SIU retiree, based on training he did for SIUE in 2018. The Committee, with help from Vice President Gireesh Gupchup, obtained approval from President Mahony, Chancellor Lane, Chancellor Minor, and Dean Kruse.

**The Training**— Training was an in-person, 4.5-hour workshop called *The Roles of a Leader*. It was interactive, with small group, large group, and individual activities. Participants identified the **most important leadership roles** for their current or future situation, and developed an **action plan**. We discussed **roles such as** being a servant leader, supporting your team members, delegating responsibilities vs. tasks, developing your people, taking initiative, and establishing a unit vision. We discussed **other topics such as** technical vs. leadership skill sets, the difference between management and leadership, types of leaders, how to get opportunities to lead, personality traits of leaders, customer happiness, and a leadership model.

**Participants—408 staff attended:** Carbondale 199, Springfield 152, Edwardsville 57. (Edwardsville participants were fewer because this workshop was delivered to 150 people there in 2018.) Attendees included Civil Service, Administrative and Professional Staff—union and non-union—from all departments and at all levels, from Office Support Assistant to Director.

**Minority/Female Participation—Minorities comprised 14% and 82% were female.**

**Sections**— Workshops were held Wednesday-Friday from 10:15 am to 4:00 pm during most weeks of fall 2022. **29 sections** were completed: C 14, S 10, E 5. (One of the Edwardsville sections was conducted at the School of Dental Medicine in Alton.)

**Section Size**—To facilitate small group discussions groups were set at **15 people per section**, permitting three groups of 5.

**Evaluations**—The training was **appreciated** and well-received. **The average rating was 4.9 on a 5-point scale.**