

Department Chair Institute (@Dept_Chair_Inst) presents #ChairChat

Topic: Leading From the Middle -- Date: 5/16/2013 at 1pm PT

Twitter ID	Tweet/Status
Melissa_Robaina	Q0: Today's topic is "Leading from the Middle" - what does the "middle" mean to you? #chairchat
Dept_Chair_Inst	A0: at times there are Deans I report to and Faculty I am responsible for. In essence I am in the middle. #chairchat
Dept_Chair_Inst	A0: at times I feel as though I am accountable yet have limited authority. Dc's get stuck there. #chairchat
Melissa_Robaina	Q00: Many things influence how Department Chairs may effectively "lead from the middle" What factors impact ur ability to lead? #chairchat
Dept_Chair_Inst	A0: I lead primarily by example as I cannot "direct faculty"
ExpertCompany	A00: being in the middle with ill-defined job descriptions gives us the opportunity to "push" our professional responsibilities #chairchat
Dept_Chair_Inst	A0: being in the "Middle" provides a chair tremendous opportunities. #chairchat
Kathy_Becker_	A00: tough to wear 2 hats --- admin and faculty #chairchat
Dept_Chair_Inst	A00 -lack of professional training #chairchat
ExpertCompany	A00: inconsistent expectations from administrative staff #chairchat
Melissa_Robaina	Q1: How do you manage (in) your environment? #chairchat
Kathy_Becker_	A00: professional guidance a chair receives may depend on past events #chairchat
Dept_Chair_Inst	A00: a lack of empowerment from the administration. #chairchat
Dept_Chair_Inst	A00-inadequate resources allocated to the Department. #chairchat
Dept_Chair_Inst	A1-in Higher Ed many chairs have learned that formal decision making needs to be framed in the Bureaucracy/ Structural format. #chairchat
Melissa_Robaina	Q2: What is the difference between managing and leading and how does this apply to the #academic environment? #highered #chairchat
ExpertCompany	A1: Bolman & Deal: the context for decision making (4 frames) depends on the circumstances #chairchat
Dept_Chair_Inst	A1-Top down, a Chair becomes a mediator. #chairchat
ExpertCompany	Read: Reframing Organizations: Artistry, Choice, and Leadership, by Lee Bolman and Terence Deal #chairchat
Melissa_Robaina	RT @ExpertCompany: Read: Reframing Organizations: Artistry, Choice, and Leadership, by Lee Bolman and Terence Deal #chairchat
ExpertCompany	A1: working in an organization of " top down" control rather than consensus - Political Frame #chairchat
Dept_Chair_Inst	A1- Organized Anarchy Frame -" say yes to the mess". Confusion abounds this easier to survive in .#chairchat
ExpertCompany	RT: @Kathy_Becker_: A1 I use collegium/human resources frame - easy to use with fellow professionals. More listen. Less ask #chairchat
ExpertCompany	Bolman and Deal's "Four Frames" http://t.co/uT2cl6e9IE #chairchat
Dept_Chair_Inst	A2-managing relates to taking care of existing organization #chairchat
Kathy_Becker_	A2 leading more creative in my view #chairchat
Dept_Chair_Inst	A2- when there is a reference to things it generally refers to processes or money . #chairchat
ExpertCompany	A2: also manage people within the context of formal and legal contracts #chairchat

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Melissa_Robaina	Q3: Negotiation is a nice concept but how can I apply it at work? How do I negotiate if the other person has more power than me? #chairchat
Kathy_Becker_	A2 manage people within context of process, rules, guideline #chairchat
Dept_Chair_Inst	A2-often leading means others need to participate or follow. Inclusiveness and compromise are important. #chairchat
Kathy_Becker_	A3 if others have more political clout how do you expand your power base to compete #chairchat
Dept_Chair_Inst	A3- negotiation can be formal or by contract. By including dept. members may want different things. #chairchat
Melissa_Robaina	RT @Kathy_Becker_ : if others have more political clout how do you expand your power base to compete <-- gr8 question - thoughts? #chairchat
ExpertCompany	A3: Read: Getting to Yes by Roger Fisher, William Ury, and Bruce Patton #chairchat
Dept_Chair_Inst	A3-if contract pertains to collective bargaining a dept. operates within its requirements. #chairchat
Melissa_Robaina	Q4: How do I enhance my negotiating power? #conflictmanagement #leadership #chairchat
ExpertCompany	A3 Watch: this 19 minute TED Talk http://t.co/birPKSQza2 #chairchat
Dept_Chair_Inst	A3- if I perceive I am I am politically disenfranchised I may remove myself from serving as a chair. #chairchat
Melissa_Robaina	RT @ExpertCompany: A3: Watch this 19 minute TED Talk http://t.co/oHuRdQKS1M #negotiation #highered #conflictmanagement #highered #chairchat
Kathy_Becker_	A4 Everyone wants respect! #chairchat
Dept_Chair_Inst	A5- be open to others ideas . #chairchat
Dept_Chair_Inst	A4-ask questions rather than making statements .#chairchat
Dept_Chair_Inst	A4-be inclusive. #chairchat
Dept_Chair_Inst	A4- be real.#chairchat
Dept_Chair_Inst	A4- be honest. #chairchat
Kathy_Becker_	A4 be prepared. Understand the issues. Have a sense of humor. Focus on the issue, not the people #chairchat
Melissa_Robaina	Q5: How do I work with my #Dean? thoughts? suggestions? #departmentchair #highered #collaboration #chairchat
Dept_Chair_Inst	A5-make the Dean " look good". #chairchat
Dept_Chair_Inst	A5- " cover the Deans back" . #chairchat
Kathy_Becker_	A5 Read: Appreciative Leadership: Get Results with Appreciative Inquiry and Positive Power by Whitney, Trosten-Bloom &Rader #chairchat
Melissa_Robaina	@Dept_Chair_Inst When you say make the dean "look good", what does that entail? Do you have examples to illustrate this? #chairchat
Dept_Chair_Inst	A5- if disagree, frame the statement- I respectfully disagree .#chairchat
Dept_Chair_Inst	A5-be clear on the Deans expectations and requirements .#chairchat
ExpertCompany	A5 To mean it making the Dean "look good" means to be a team player #chairchat
Dept_Chair_Inst	A5- brief the Dean on a scheduled basis. #chairchat

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Melissa_Robaina	RT @Kathy_Becker_Read #Appreciative #Leadership: Get Results w/ Appreciative_Inquiry & Positive Power ~ Whitney, Trosten & Rader #chairchat
Dept_Chair_Inst	A5- attempt to reconcile outstanding problems with possibilities. #chairchat
Melissa_Robaina	Q6: How do I create a sense of fairness among my #faculty? How can I #empower them? #departmentchair #highered #academicleaders #chairchat
ExpertCompany	A5 Blog: Dean Dad "Confessions of a Community College Dean" #chairchat
Dept_Chair_Inst	A6-never share stories about other faculty.#chairchat
Melissa_Robaina	@Dept_Chair_Inst What method/process would u recommend to #departmentchairs to reconcile outstanding problems w/ possibilities? #chairchat
Kathy_Becker_	A6 Read: Managing with the Brain in Mind by David Rock (article) #chairchat
Dept_Chair_Inst	A6- find opportunities allowing faculty to professionally benefit.#chairchat
Dept_Chair_Inst	A6- explore opportunities to recognize faculty for their good work.#chairchat
ExpertCompany	A6 Flip the Script. Shift from problem focus to future focus #chairchat
Dept_Chair_Inst	A6-provide faculty venues to have a "Voice". #chairchat
Kathy_Becker_	A6 Ask more (provocative questions). Tell less #chairchat
Melissa_Robaina	Great read --> RT @Kathy_Becker_ : Read: Managing with the Brain in Mind by David Rock http://t.co/ZRxdBhw8of #chairchat
Melissa_Robaina	Q7: I am not the president of the college, so how can I make and implement changes? #highered #departmentchairs #academicleaders #chairchat
Dept_Chair_Inst	A7- lasting change takes place when people are passionate about working for a common good.#chairchat
ExpertCompany	A6 Feedback. Feedback. Feedback. Studies show no feedback = just 2% highly engaged employees #chairchat
Melissa_Robaina	RT @ExpertCompany: A6 Feedback. Feedback. Feedback. Studies show no feedback = just 2% highly #engaged employees #highered #chairchat
Dept_Chair_Inst	A7- recognize others for there good work. Practice-listening, observing and participating. #chairchat
ExpertCompany	A7: With the changes in technology and how we work, Chairs have more opportunity to advance change within their dept than ever #chairchat
Dept_Chair_Inst	A7- encourage others to benefit others. #chairchat
Melissa_Robaina	RT @ExpertCompany A7 W/ the changes in tech & how we work Chairs have more opportunity 2 advance change w/in their dept than ever #chairchat
Kathy_Becker_	A7 what are your strengths? What do you want for your department? How do you see that you can get there? #chairchat
Melissa_Robaina	Q8: What is one thing I can do to better lead my #department? #departmentchairs #deans #highered #leadership #chairchat
Dept_Chair_Inst	A7- positive initiatives, no matter how small,create long lasting change. #chairchat
Melissa_Robaina	RT @Dept_Chair_Inst: A7- positive initiatives, no matter how small, create long lasting change. #chairchat
Dept_Chair_Inst	A8- be real #chairchat
Dept_Chair_Inst	A8- be inquisitive. #chairchat

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ExpertCompany A7 I once had a president tell me that it is a lonely job. Develop a relationship with the president, the dean. #chairchat
RT @Kathy_Becker_: A7 what are ur strengths? What do u want for ur #department? How do you see that you can get there? #highered
Melissa_Robaina #chairchat
Dept_Chair_Inst A8- recognize others for their good work. #chairchat
Dept_Chair_Inst A8- assist faculty in creating learning environments that will benefit students. #chairchat
Dept_Chair_Inst A 8- be honest .#chairchat
ExpertCompany Q8 "I can only work on the one thing in my control - myself (S.Covey) #chairchat

Melissa_Robaina C0: In closing, what do you want to accomplish over the next 6 months at your #institution or #department? (Pt 1 of 2) #highered #chairchat

Melissa_Robaina C00: What 3 things could you do that would have the greatest positive impact on achieving that outcome? (Pt 2 of 2) #highered #chairchat

Dept_Chair_Inst A8- inquire as to faculty needs to improve learning environments for students.#chairchat
ExpertCompany C00: Just met with #highered and heard that they want to improve relationships #chairchat

Melissa_Robaina TY everyone 4 ur excellent participation in today's chat! We will post the archive of this chat here: <http://t.co/NnwCUtzCsQ> #chairchat
Dept_Chair_Inst Special thanks to Melissa Robaina and Kathy Becker for today's Chair Chat. #chairchat
ExpertCompany COO: Learning leadership is a life-long process #chairchat
Next chat topic "Evaluating & Mentoring #Faculty" is on 6/20 @ 1pmPT. Have a question u want submitted? DM me @Melissa_Robaina
Melissa_Robaina #chairchat
ExpertCompany Thank you for such amazing work to help those in the Middle! #chairchat

Join us for our next #ChairChat on June 20, 2013 @ 1pmPT - Topic: Evaluating & Mentoring Faculty

What topics or questions would you most like to explore during an #ChairChat? Your curiosity and questions help to enhance the dialogue and learning for all those involved in the chat. Kindly send all chat questions and/or chat topics to Kathy at Kathy@CompanyofExperts.net. Please be sure to add your Twitter name e.g. @yourtwittername so we can credit you with the questions during the chat.