

Navigating the Slippery Slopes of Transformational Leadership

Web Browser: PollEv.com/ospsymposium

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Learning Objectives

- Welcome Survey – Getting to know you
- Discuss transactional leadership versus transformational leadership
- Experiences in a transactional leadership environment leading to a change in leadership style
- Pivoting towards a transformational leadership style
- Discuss the impacts and challenges of the pandemic in the research administration environment

How many years have you worked in Research Administration?

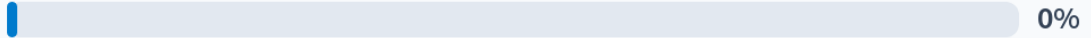
Nobody has responded yet.
Hang tight! Responses are coming in.

How many years have you worked at UNC-CH?

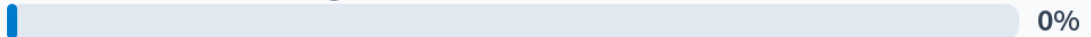
Nobody has responded yet.
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Have you previously worked for an organization outside of UNC-CH?

State Institution of Higher Education



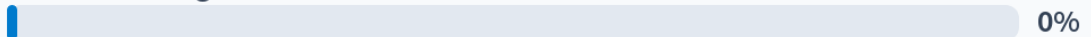
Private Institution of Higher Education



Federal Agency



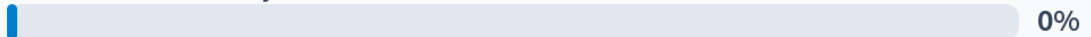
Non-Profit Organization



Private Sector



International Entity



Other



What best describes your overall work experience as a Research Administrator?



- Pre-Award
- Post-Award
- Contracting
- Financial Management
- Department Administration
- Central Office





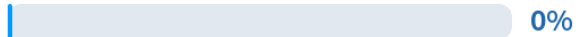
What is your favorite Summertime activity?



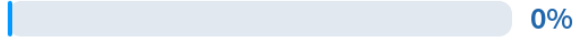
Toes in the Sand



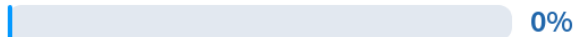
Mountains



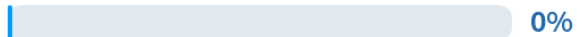
Sitting by the Pool



International Travel



Amusement Parks



Shop till I drop!



Camping/Glamping

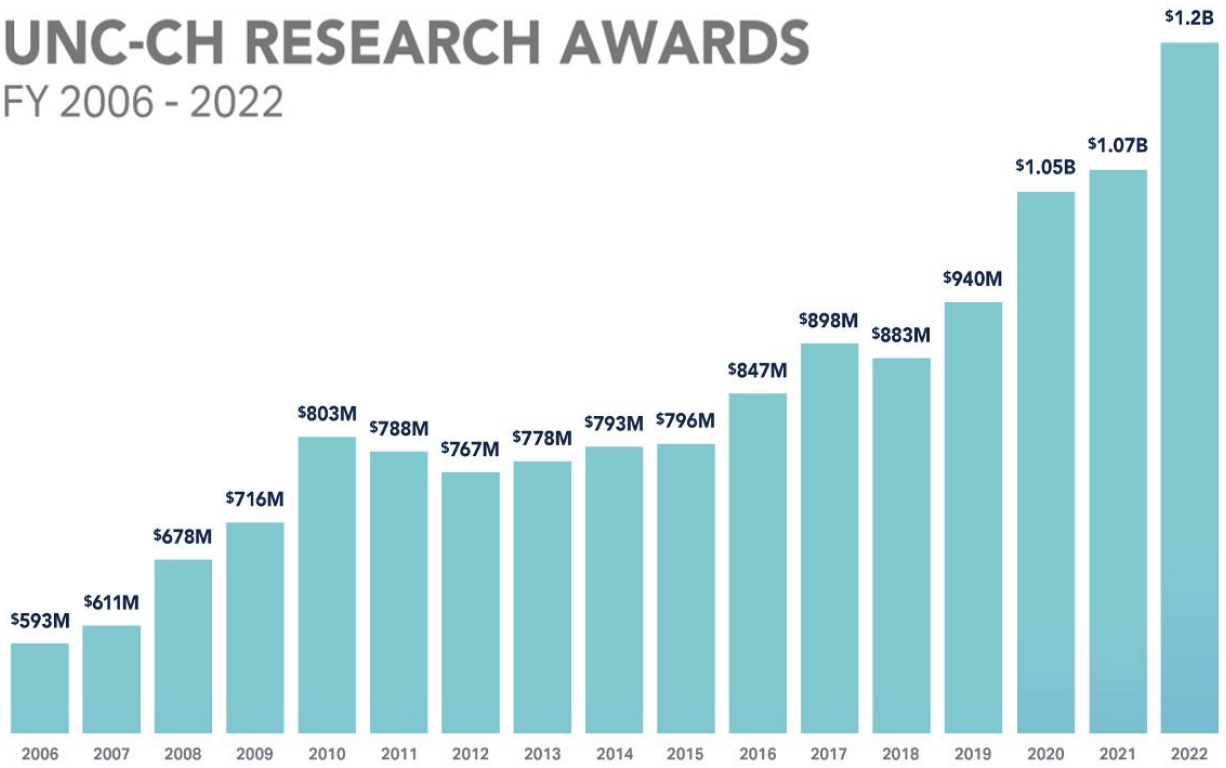


It's too HOT to do anything!



UNC-CH RESEARCH AWARDS

FY 2006 - 2022



Do you feel your business unit caters to a Transactional or Transformational leadership style?



Transactional



Transformational



I
Don't
Know



Transactional vs. Transformational Leadership

TRANSACTIONAL



TRANSFORMATIONAL



Transactional Leadership

- Reward for meeting goals
- Punishment for not meeting goals
- Micro-management of staff to meet goals
- Concerned with processes versus ideas
- Siloed teams
- Fear of CHANGE!




“Transformational leaders don't start by denying the world around them. Instead, they describe a future they'd like to create instead.”

Seth Godin



Transformational
Leadership

- Style focused on inspiring positive change and overall success. They are involved and concerned about process improvement, office vision, collaboration, and encouraging creativity, autonomy, and trust.



Experiences in a
Transactional Environment
Leading to a Change in
Leadership Style

What word defines "Leadership" for you?

Nobody has responded yet.

Hang tight! Responses are coming in.

Lance's Leadership Motto



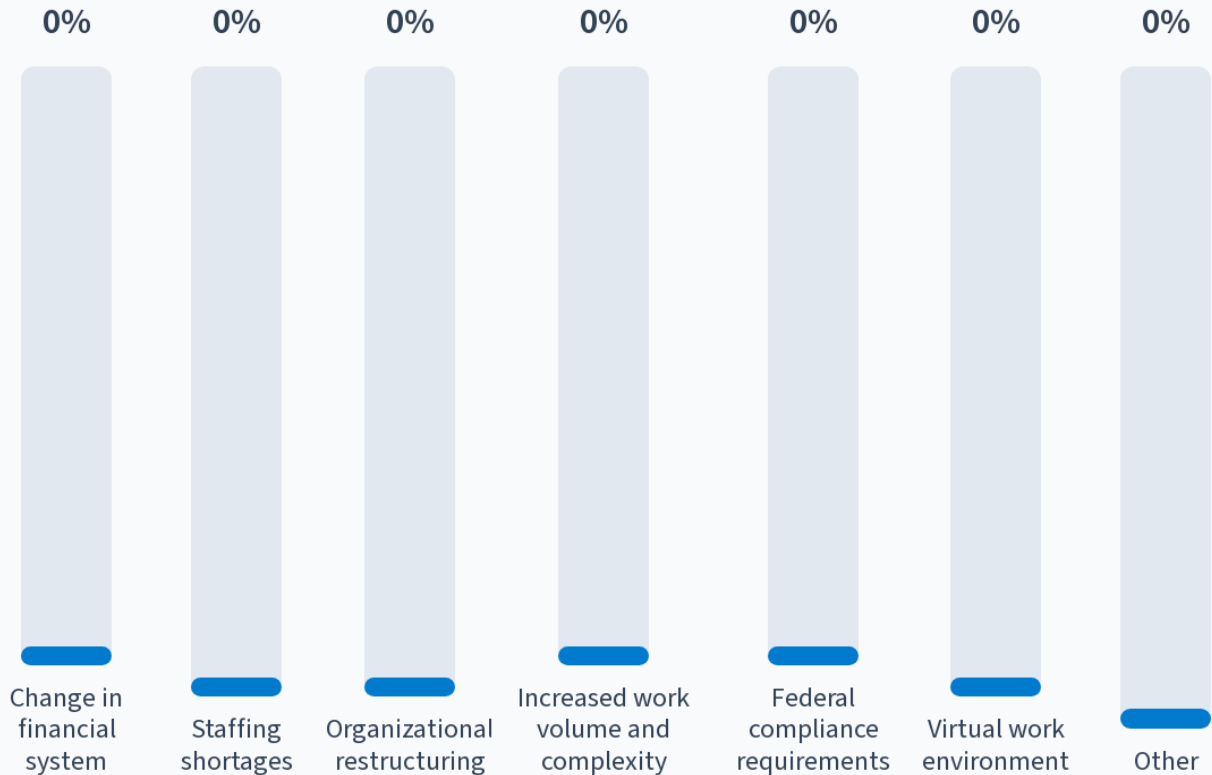
L – Listen

E – Empower

A – Awareness

D - Develop

What challenges have you experienced during your career that possibly pivoted your leadership style? (Choose all that apply)



How many NCAA National Championships has our University won?



Pivoting Towards
the
Transformational
Leadership Style



How was your business unit's ride to a virtual environment in March 2020?



Smooth



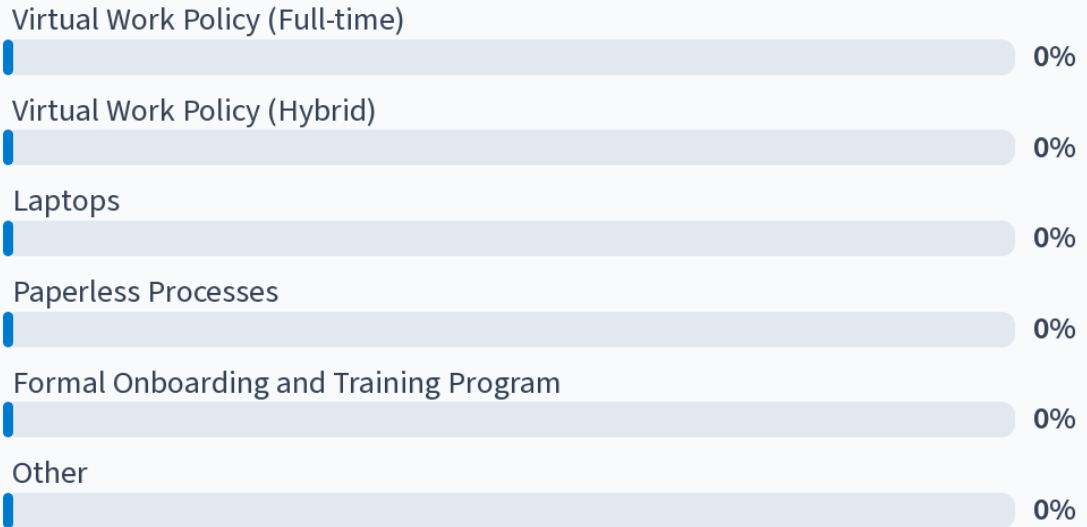
Bumpy



Full of
Potholes



What accommodations did your business unit previously implement, enabling success during the pandemic transition? (Choose all that apply)





Discuss Impacts of the Pandemic in the Research Administration Environment

What are current challenges in Research Administration? (Choose all that apply)



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Contact Information

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