



Philosophy of Leadership

Inclusion and mentorship is central to my philosophy of leadership. During my career in academia, I have gone through the ranks of higher education (up to Associate professor) and had the privilege to be elected by my peers of profession twice to assist with leading two academic units with in itself have been a blessing.

I operate in a shared governance style yet understanding organizational hierarchy. My leadership style varies depending on the situation. Under a crisis, I tend to act more autocratically and decisive. In times of prosperity, I tend to back off and do what I like best which is to lead by example. Empowering peers to propose solutions is important to me. I believe in competence and sharing. If you have a great idea, let's talk about that idea!

I only delegate tasks that I can complete myself. I am not afraid of confrontation and prefer to work side-by-side with my colleagues to advance the mission of the department and the goals of the university.

Recognizing and rewarding contributions is important. Criticism fosters fear. Praise, on the other hand, fosters commitment to accomplishment and advancement. If you allow me to praise you, you will be praised. I believe that the most important job of any leader is to develop leadership. I want every individual in the department to feel proud of their contributions, understand how their efforts contribute to the overall mission of the department and feel that in some way they too can provide leadership to others.

Delegating a task and then micromanage it isn't right; I trust my peers but will verify. Adequate guidance and support will be provided. This leader doesn't know everything and can't do it all. He has faults like anyone else and is always ready to change for the better. He listens but also pays close attention to detail.

My door is always open to you.