Role as a Leader and Manager

I think that this is one of the professional tensions like teambuilding while holding staff accountable. I think that some of the most important building blocks are that you need to be positive to your staff at all times, honest and transparent in your vision and reasoning’s. I relate to this in my current departmental situation and will need to do the same as an administrator. I try to understand the needs and the wants of my staff and mix that with the values that I am trying to instil and direction that we are supposed to be headed and find the best line through it all. Never will a decision make all parties happy. In the end it’s not about winning or losing but about finding the best balance while sticking to what is important to you and the school.

One area that I do have problems with is confrontation. I can be a bit of a pleaser (through taking on extra work and putting myself out over others) and that I am genuinely trusting that people will do as they say and that they are doing the best that they can in all situations. I know that some of this has improved with getting to know my staff better and through the confidence that I have gained with experience. Once again in my current role I have realized to look at things through others eyes and realize that I should not be taking anything personally because they are unhappy that I am holding people to high standards. Some issues just go with the job and it’s not about the person in it. If it is a tough conversation it is probably one worth having. The key is to try and make sure that the real problem is what is brought up (not spin off issues) and to try to not have myself or others think negatively about critical feedback. Several of my current staff can be a real struggle when it comes to this. Getting to the real root of the matter instead of the actions that come up because of it is always a challenge. I think that if I can approach them with a level head and remember that time can always help to make a decision I will make the right call more often than not.

I think that the one area that will frustrate me about this is when the hardwiring of a staff member conflicts or is in opposition with what I believe is truly right. It is very hard to change the thinking of an adult if they believe that what they are doing is right thing. Once again my current situation is an example of this. Looking at correction or education to this in a long term plan is the only way around it. By using patience, kindness and direction will taking time but can be exhausting especially when I have to believe it will work in the end and be reflective instead of upset if it doesn’t.