

Randi M. Howell

Leadership and Management Philosophy

There is a fine line between leadership and management. Often times, leadership and management are perceived to be one and the same; however, my leadership and management philosophies slightly vary from one another. To me, management is a skillset, while leadership is a set of personal characteristics. As John C. Maxwell says, "Managers work with processes - leaders work with people."

Management involves working with a team to develop processes that maximize productivity. Management means acting as an intermediary for those you report to and those who report to you. Management is a skill set focused on balancing the needs of your team and the larger team of whom you are a part. Working in a supervisory role requires making decisions that are data-driven while anticipating the long-term effect on your team and division.

My management approach includes:

- Building trust, having integrity and demonstrating competence
- Creating an impartial and equitable environment for those whom I am responsible
- Empowering every team member
- Committing to continual growth for self and team
- Treating each individual with respect
- Managing with empathy and accountability
- Communicating in clear, concise, and consistent manner

Leadership on the hand is less of a skill set and more about developing people. Leadership means understanding the ability to influence, motivate, and empower others for success. I believe in growing people and providing development plans for team members. By building and growing those around you, you will ultimately grow and develop yourself. The adages, "lead by example" and "do unto others as you would have them do unto you" still hold true today.

The following are the foundation of my leadership style:

- Having trust, integrity, and respect for oneself and others
- Being impartial and equitable to those around you
- Committing to continual growth and personal development
- Having empathy and accountability
- Being a role model for others
- Leading with truthfulness, honesty, and transparency

While my leadership and management approaches differ slightly, they also complement one another. I was hired into a full-time management position; I have spent the last four years solidifying my management and leadership approaches. My cumulative years in management, including interactions I have with my teammates across my College, continue to bolster my passion for leadership. Being in a leadership position allows me with the opportunity to lead using my managerial experience and philosophies to align with the institution's mission, values, and goals.

The leadership position gives me the ability to influence emerging leaders in their own journey. As Simon Sinek stated: "The role of a leader is not to come up with all the great ideas. The role of a leader is to create an environment in which great ideas can happen." Ultimately, leaders must stay above the fray, make decisions that are data-driven and people-inspired, understand long-term strategy, and do so in a way that their team

will lend support. At the end of the day my goal is to create an environment where people can grow, be successful, and produce the best educational institution in the region.