LEADERSHIP CHANGE

Despite the slow-to-recover economy and continued spates of large-scale reorganizations and staff layoffs, campus facilities management leadership continues to be fairly solid and consistent. It's a common trend to see changes in president, provost, and even the chief financial officer every few years, but their success at a new institution involves not only the fresh leadership and strategies that they themselves bring, but also how well they know and leverage the consistent backbone of longtime employees in facilities, procurement, student affairs, environmental health and safety, institutional research, and many other critical campus functions.

But what are the qualities you need to possess as a new leader to an organization that has seen difficult or entrenched policies and practices? How do you enhance your own leadership skills and those who work with you? Reading the articles by Darcy Loy and Larry and Janet Klumas will give you an excellent head start on the key factors to help you succeed.

You will also want to attend APPA's four-track Leadership Academy offered twice each year as part of our APPA U programming. The Academy takes you on a journey that begins with focusing on your individual effectiveness skills, followed by interpersonal effectiveness, managerial effectiveness, and concludes with organizational effectiveness. The next sessions of the Leadership Academy are January 22-26, 2012 in Hilton Head, South Carolina, and September 23-27, 2012 in Vancouver, British Columbia.

The 2011 Thought Leaders report, Workplace Demographics and Technology: Challenges and Opportunities to the Campus Mission, is available at no charge to APPA member institutions through the APPA bookstore at www.appa.org/bookstore. You can also access past Thought Leaders reports at www.appa.org/tools/measures/tls.cfm.

Leadership is everyone’s role and responsibility, both personally and professionally. APPA has numerous resources to help you help your facilities operation and your educational organization. Don’t hesitate to call on us to assist you.
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