

SUPERVISORY NEWSLETTER February 2023 | Issue 12



"Leaders who have **HEART** will also have the hearts of those they lead." - Michael Rogers

As you ponder the meaning of the quote above, think about leaders that have shaped you and inspired you to be your best. Now, think about the reasons you hold those individuals in high regard. Is it because they are experts in creating Excel formulas or PowerPoint presentations? Most likely not. When we think about these types of leaders, it's not so much about the things they do but how they make us feel. Leaders with heart have an incredible knack for positively influencing our experience by allowing us to be our most successful selves. They provide encouragement and help us stay motivated and engaged.

performance fails to meet expectations. If anything, this positive influence is increased in genuine hopes of getting us back on track. This, of course, is easier said than done. Leaders can sometimes struggle to find the right balance between high standards but an absence of heart vs. the abundance of heart at the expense of high standards. So, how do you demonstrate heart when holding someone accountable? As Frances Frei put it in this month's shared podcast, the way leaders can improve performance is through love. This love is

Those who lead with heart don't change towards us when our

defined as the ability to set high standards in addition to showing deep devotion to a person's success. It is about focusing our efforts on those we lead and ultimately setting conditions where each and every individual can thrive. It's about putting other people first. After all, isn't that what good leadership is all about? Until next month!

comments, suggestions, thoughts or concerns you may have that we can address in upcoming issues.

HRS Employee Relations

STARTER BITES

This newsletter is for YOU, so feel free to reach out with any questions,

heart is your most important leadership tool."

"It is not your experience,

knowledge, or skills. Your

- Michael Hvatt



FEATURE BITES

Deb Crowe

"The best-kept secret of

love...leadership is an affair of

- James Kouzes & Barry Posner

successful leaders is

the heart."



Contribution of business unclear

Sinking in BAU

few reviews

Focus on the company

Siloed team

A long-term strategy with

Poor use of insight and disconnected metrics

Click on the graphic above to learn more.

Aligning business goals Getting curious and trying new things

Interdepartmental teams

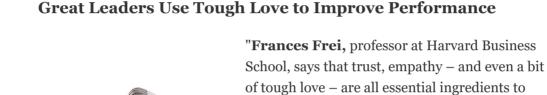
in short sprints

driven

Reaching long-term goals

Metrics-driven and data-

Focused on people



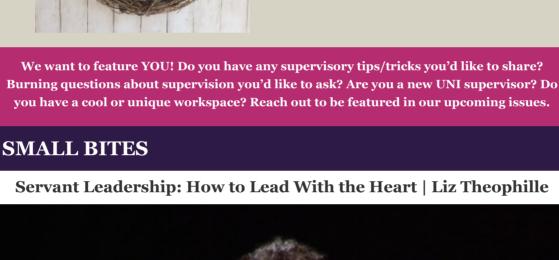
not themselves. They also define a strategy and create a culture that drives employee behavior in



<u>Unapologetic Leader's Guide to Empowering</u> Everyone Around You as well as the HBR article "Begin with Trust." Welcome New UNI **Supervisors!** Lesli Garcia, Admissions

strong leadership in today's world. Successful managers focus on the effect they have on others,

their absence. Frei is the coauthor, along with Anne Morriss, of the book *Unleashed: The*



ARTICLE OTM

Kelly Stark, Facilities Mgmt.



Now tell me, have things really changed? We all want to be seen—in every aspect of our lives, personal and professional. We hunger for affirmation. We want to know that we matter—we make a difference to others.

Love and leadership aren't normally put together in the same sentence (for obvious

And every Valentine's Day, there were those little cards. Every sixth grader knew the fear of

We never really get out of the sixth grade. Think about it—we're all still motivated by the same desires that used to rule the playground: we want to be liked, to be accepted, to be

feels like to work day to day in the workplace." People who work in positive work environments experience greater performance outcomes versus those who experience negative ones. According to

Chapter I in Tweets:

with others.

important.

Favorite Quote:

impact the climate.

focus not only on an organization's culture but also the **UNI Rod Library Link** organizational climate. The culture of a workplace is described as how things are done within an organization, and climate is "what it research by the Hay Group, the immediate leader has the greatest influence on the climate of an organization. This means that how leaders "show up and interact with others" is visible in the

> performance of the team and each of its team members. This includes ensuring roles are clearly defined, high expectations are set, as well as ensuring a sense of belonging is nurtured. There's no need to wait for others to begin improving the culture or climate of your team. You can begin to invest your efforts into others today to

create an environment where everyone can be successful.

Be aware of your words, your tone, and your interactions

You may not be able to change the culture, but you can

• Today you need to be relatable - you need to be more human.

What you choose to focus on influences what emerges as

"Of all human talents, among the most precious ones is this ability

If you would like to read along and share any thoughts or reactions to "Chapter 2: Destructive Management" for our

to discern opportunities around oneself, when others do not." - Mihaly Csikszentmihalyi, Flow

Supervisor Development Series: FLSA/Time-Reporting Recommended for supervisors with non-exempt (overtime eligible) staff

Supervisor Development Series: Fundamentals of Supervision April 12, 2023 from 8:30 AM - 2:00 PM Save the date! In-person session - registration opening in March.

Session will take place via Zoom. Click **HERE** to register.

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All employees will be positively engaged in achieving their greatest potential while contributing to the success of the university. **Our Mission** Human Resource Services fosters an environment of integrity and collaboration through innovative solutions and communications contributing to the successful recruitment,

Leading With Heart | Korn Ferry CEO Gary Burnison

Book Club The Optimistic Workplace: Creating an Environment That Energizes Everyone by Shawn Murphy. Chapter I, "The Future of the Workplace," highlighted the need to

Continue Reading »

BIG BITE

picked for the team, to be popular.

not getting one—or not getting one from someone they liked.

reasons). But as radically human leaders, it begins with our hearts.

next issue be sure to contact us! **LEARNING & DEVELOPMENT**

COMING SOON

March 29, 2023 from 9:00 AM - 10:00 AM

Supervisor Development Series: Leaves, FMLA and Workplace Accommodations Supervisor Development Series: Addressing Performance Deviations

Supervisor Development Series: Managing Conflict Effectively

Our Vision

development, and retention of university employees.