When People Become Barriers: Dealing with Difficult Staff and Colleagues
Some of our most challenging barriers to healthy advising programs can be our own staff and colleagues. We'll discuss some of the impacts of difficult people and strategies for resolution.

Identifying and Focusing on Your Leading Priorities
How do you go about identifying your priorities? Where does one start? What factors influence where you put your time and energy and, if applicable, those of your staff? And what if those priorities have to change because of outside factors beyond your control?

Managing Up & Across: Influencing Power Structures, Budget & Resources
Understanding how to influence those who hold the power, budget, and other resources is a critical leadership and management skill for administrators. We'll discuss strategies we've learned about how to manage “up and across” with senior leaders and colleagues to optimize institutional support of advising.

Controlling the Floodwaters through Time Management and Project Planning
Drinking from a firehose yet? It's a common experience for administrators whose work isn't just focused on student service but on projects and initiatives that move our units and student outcomes forward. Oh yes, and the expectations of those we work for rarely align with the times that are most convenient for us to meet them. We'll discuss how to manage the flood.

The Power and Necessity of Relationships and Partnerships
Going it alone is no longer an option. We must create and maintain relationships with faculty, other administrative offices, and students (think peer advising) in order to effectively support our students. True partnership involved giving up something and allowing others to engage or take up that action or service. Similarly, you must be willing to take on or learn something new that is currently being offered by another unit. This approach not only provides professional growth within and across divisions, it results in shared understanding and application of student success on the campus.

When to Deploy Leadership vs. Management for Different Results
"The manager's job is to plan, organize and coordinate. The leader's job is to inspire and motivate." The advising administrator's job is to do both -- tips and stories on balancing these two skill sets.

Transitioning from Colleague to Boss
You know we can still have lunch (or drinks!). Moving from colleague to boss can be difficult. Having candid conversations about your leadership philosophy and engaging staff in developing a shared vision for the office goes a long way in easing the transition for you and others. Continue to engage your colleagues, ask for their advice on decisions big and small, and never forget how much you gained from affirmative feedback and being challenged to take on more responsibility. Be the boss, I mean leader, you always wanted.

Adjusting as You Advance: New Perspectives, Satisfaction & Thinking Differently
As you advance in your career and your responsibilities change, often the things that 'fill your bucket' change as well. We'll discuss how our perspectives about what constitutes job satisfaction changed as our roles changed. Similarly goals and plans around career advancement may be adjusted based upon new learning which comes with new responsibilities.

Get Your Bearings: The Value of Understanding the Context, Players, Policy & Background
Whether you are new in your position and/or it is a new position and/or it is the same position you have been doing but your duties have changed/expanded, we will discuss the value and necessity of knowing your campus culture, who is in charge of what and how to leverage that information to move things forward and get things done.

When Should I Raise My Hand? Knowing When to Ask for Help
Stepping into administration is generally an acknowledgement of your leadership and expertise. It can then sometimes be counterintuitive to recognize that even administrators need to ask for help. Or perhaps you feel that asking for help is a reinforcement of a sense of impostor syndrome. Know when it's okay to ask for help – it really is!