LEADERSHIP IN THE ERA OF TEAM SCIENCE

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A framework for today’s discussion on leadership in the era of team science

- Know what you are passionate about
- Build to your strengths – what you best in the world at
- Lead the right team
- Know what drives your resource engine
What is Leadership?

DOSAGE INSTRUCTIONS:
Take two Leadership Pills every six hours. Newly promoted leaders should double their dosage for the first 90 days.

If leadership ability is not improved, seek the advice of a human resources professional.

Taking the Leadership Pill with more than three caffeinated beverages per day may result in workaholism.

If recently laid off or have accepted an early retirement package, refrain from using this product to prevent passive-aggressive leadership behavior.

For more info, contact LPI at www.leadership-pill.com
How do we recognize leadership?

Who inspires you as a leader?
What characteristics in these leaders do you admire?
Leadership creates a new future

- Moving beyond what motivates others
  (Inspiring others can create unmotivated followers)
- Management produces predictability
- When there is a culture of leadership, boundaries are easy to cross
- Leadership generates new futures
Leadership can set the stage for all to excel

Leadership Is Not Just What Happens When You’re There, It’s What Happens When You’re Not There.
How do we become leaders?

What experiences have helped to shape your approach to leadership?

What has helped you learn to be a leader?
# Becoming a total leader

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<tr>
<th>Incomplete Leader</th>
<th>Total leader</th>
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<tr>
<td>- Fake</td>
<td>- Purposeful</td>
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<td>- Unfocussed</td>
<td>- Genuine</td>
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Integrity for a person is a matter of a person’s word – nothing more and nothing less

For a person to have integrity, the word of that person must be whole, complete, unbroken, unimpaired, sound, perfect condition

Integrity = Honoring your word

1. Keeping your word, an on time OR
2. Whenever you will not be keeping your word, you will need to communicate with those impacted
Enacting *authenticity*

Being and acting consistent with who you hold yourself to be for others, and who you hold yourself to be for yourself

Enacting commitment

Demonstration of a commitment to something bigger than oneself
Incomplete leader

- Fake
- Unfocused
- Rootless

The practice of Total Leadership

- Be real
  - Act with authenticity by clarifying what’s important

- Be whole
  - Act with integrity by respecting the whole person

- Be innovative
  - Act with creativity by experimenting with how things get done

Total leader

- Purposeful
- Genuine
- Grounded

- Connected
- Supported
- Resilient

- Curious
- Engaged
- Optimistic
A transformational leader *enacts*

- **Actions with Integrity and Authenticity**
  - The commitment of a leader — *inspires*
  - Creation of a vision — *fires*
  - Creativity, enthusiasm, imagination — *creates*
  - Ideas and action — *attract*
  - Energetic, committed followers — *reinforces*
Team science is more than creating teams

- It’s thinking differently about how we behave in our organizations
- It’s about enacting team membership
- It’s about pooling talent as we strive for organizational success
- It’s about inclusion and drawing upon the wisdom of diverse perspectives and skills
Science faces challenges that have not been encountered in the past

Teams have the potential to outperform individuals acting alone or other types of groups

Teams have greater potential for superior results because of the ability to engage the “wisdom of the team”
Five Truths About Teams

1. Some people are NOT team players
2. Most people thing they know how to be team players
3. Most people don’t know how to be team players
4. Most people can learn to be team players
5. Good teams need to practice
Team Enactment Exercise

1. With your group, line up so each member is facing another member.

2. Put your arm at your side and bend your elbow at 90 degree angle (about waist high). Point your index finger at the person across from you.

3. All team members should move fingers so they are at the same level.

4. A light wooden rod will be placed across the fingers of the team.

5. Keeping your fingers in contact with the rod without grasping or clamping, set it on the floor without dropping it.
Easy? Hmm...

- What did you experience?
- Were you able to do it the first time?
- What was required of your team to accomplish this simple task?

Consider the issue of leadership –

- Was everyone a leader?
- Was everyone a follower?
- What worked?
How might team science impact leadership?

Consider that team success requires a mutual commitment among members.

What aspects of leadership remain important?

How is followership important in this setting?

How critical is active listening to team success?
CLOSING THOUGHTS REGARDING LEADERSHIP

STRIVE FOR EACH MEMBER OF OUR COMMUNITY TO BE A TRANSFORMATIONAL LEADER

- HIGH INTEGRITY
- AUTHENTIC
- COMMITTED & CREATIVE

Enjoy your leadership journey!