
UI Leadership Attributes

PRESENTED BY THE LEADERSHIP EXCELLENCE WORK GROUP

Introductions



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University of Iowa Strategic Plan

Holistic Well-being and Success

Strategy: Identify internal and external opportunities for cultivating emerging leaders and provide training and mentoring to expand leadership skills.

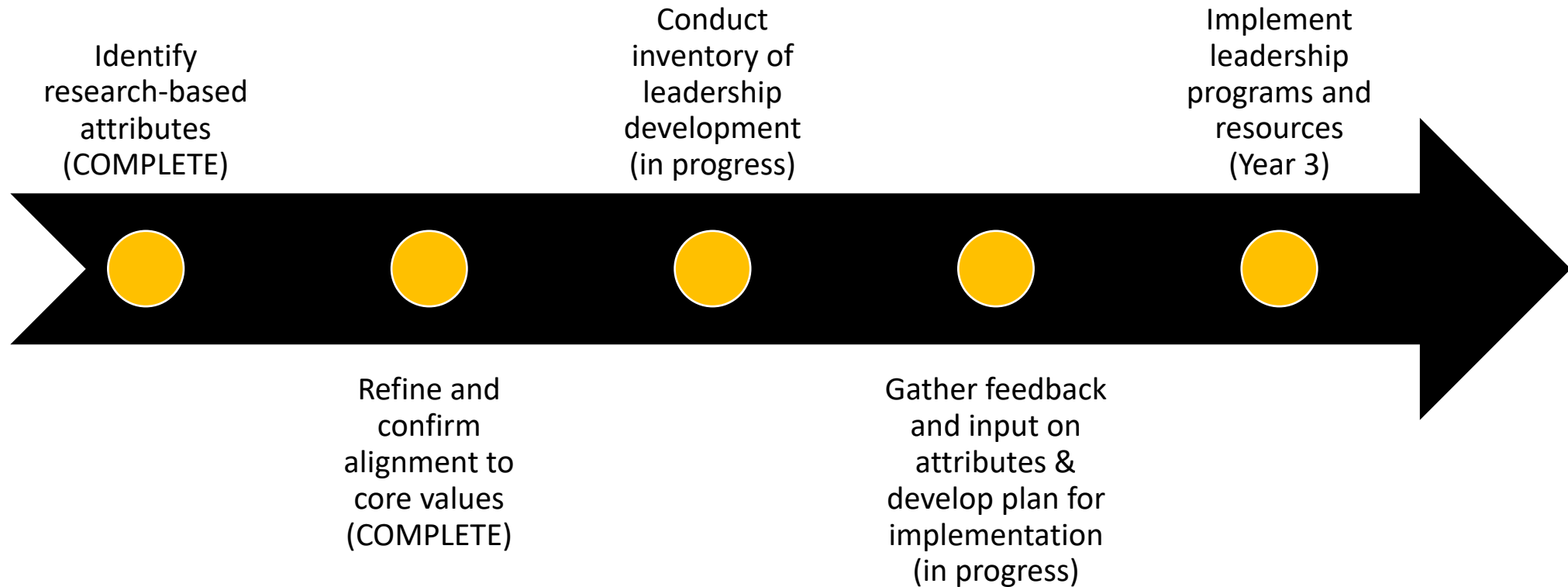
Tactic: Define and cultivate skills and behaviors that contribute to leadership excellence at IOWA.

Year One: Identify research-based leadership attributes and align to the core values of the strategic plan.

Year Two: Gather feedback and input on leadership attributes and develop plans for implementation. Inventory current leadership development across campus and identify gaps.

Scope: UI staff – across levels and positions, with consideration for opportunities to coordinate and align with faculty SPARC outcomes and student leadership initiatives where appropriate.

Timeline



Guiding Principles



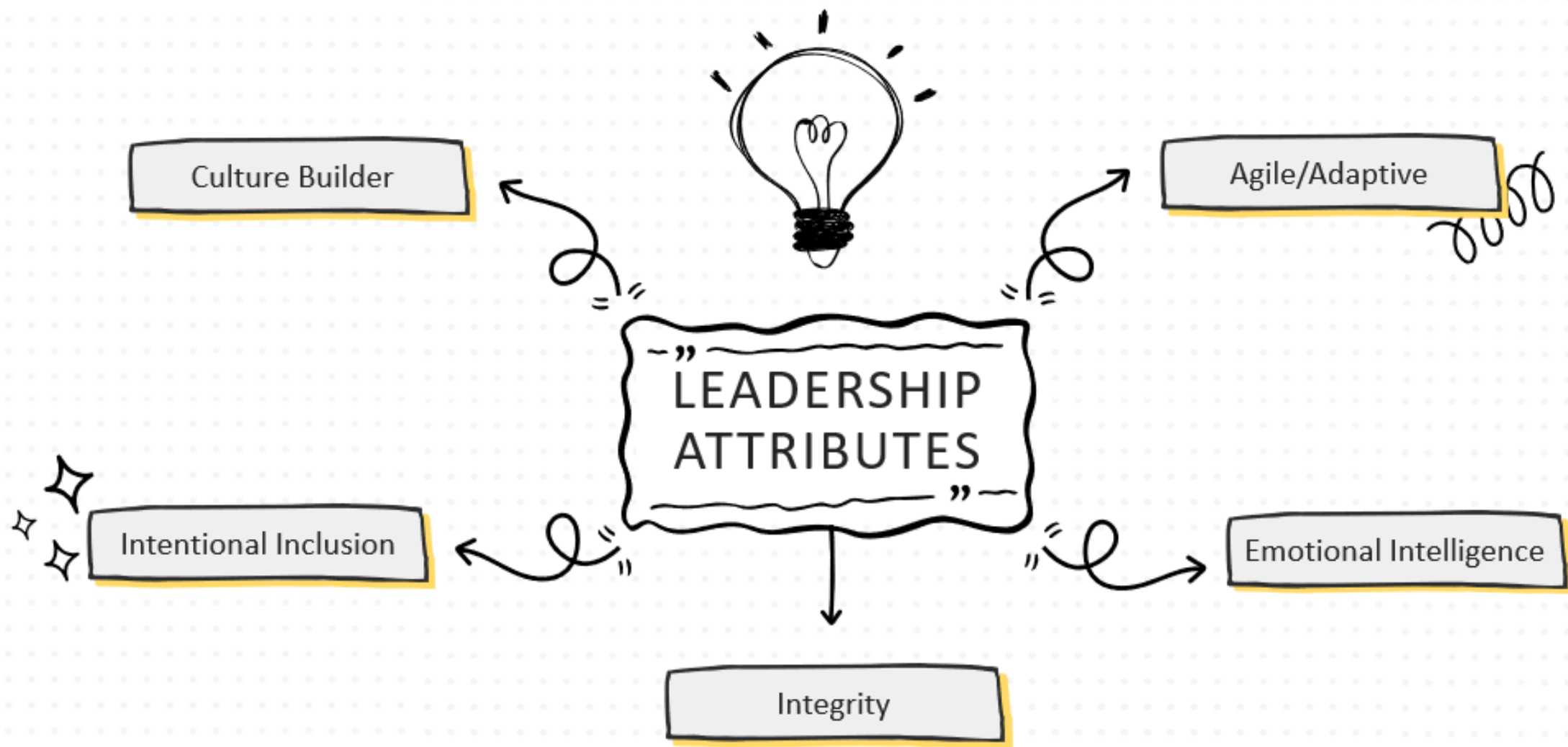
Aligned with the core values of the University of Iowa and UI Health Care



Applicable for all job types and families (e.g., Animal Caretaker III, Police Officer, Program Director)



Relevant regardless of department/college/division culture





LEADERSHIP ATTRIBUTES

ALIGNMENT TO IOWA CORE VALUES

ATTRIBUTES	CREATIVITY	INTEGRITY	EXCELLENCE	COMMUNITY	INCLUSION
CULTURE BUILDER	✓			✓	✓
INTENTIONAL INCLUSION	✓	✓	✓	✓	✓
AGILE/ADAPTIVE	✓		✓		
INTEGRITY	✓	✓			
EMOTIONAL INTELLIGENCE	✓		✓	✓	✓

IOWA

IOWA



LEADERSHIP ATTRIBUTES

ALIGNMENT TO UI HEALTH CARE CORE VALUES

ATTRIBUTES	WELCOMING	EXCELLENCE	COLLABORATION	ACCOUNTABILITY	RESPECT	EQUITY
CULTURE BUILDER	✓	✓	✓	✓	✓	✓
INTENTIONAL INCLUSION	✓		✓			✓
AGILE/ADAPTIVE			✓	✓	✓	
INTEGRITY				✓		✓
EMOTIONAL INTELLIGENCE	✓				✓	

Attributes in Action

Attributes are

a conversation starter for coaching/mentoring/supervision.

a set of qualities shown to foster a positive working environment and strong performance when leaders practice them.

a priority for leaders and leadership development programs.

expected to guide future leadership development at IOWA – to encourage individuals to express their unique strengths.

Attributes are not

rigid expectations trying to make all leaders alike.

one size fits all. They may show up differently depending on individual roles and levels within the department or organization.

only for formal leadership development (e.g., leadership programs).

Your Ideas

Other than leadership programs, where and how can the leadership attributes add value across the campus?

Our Requests

- We would ask that you:
 - Continue to share your ideas for implementation with us (sean-hesler@uiowa.edu or heidi-zahner@uiowa.edu)
 - Advocate for leadership development at all levels and share what you know about the leadership attributes