**Educause 2024 Annual Conference**  
San Antonio, TX  
October 22, 2024

**Poster Session**: Leading Wholeheartedly: The Need for Authentic Leadership

<insert QR code for audio file on YouTube>

**Presented by:** Teresa Hudson & Rich Cosgriff, Information Services & Technology, West Chester University of Pennsylvania

**Description:** Developed an IT Leadership cohort to mentor and provide support for leaders. Our monthly meetings include discussions, activities, and guest speakers. Below is the list of topics covered to date.

**Resources**

1. State of Employee Well-being: [The CUPA-HR 2023 Higher Education Employee Retention Survey | CUPA-HR (cupahr.org)](https://www.cupahr.org/surveys/research-briefs/higher-ed-employee-retention-survey-findings-september-2023/#:~:text=The%20CUPA-HR%202023%20Higher%20Education)- and <https://www.gallup.com/workplace/215924/well-being.aspx>
2. Self Awareness
   1. Brene Brown, *“Dare to Lead”;* [*Dare to Lead - Brené Brown (brenebrown.com)*](https://brenebrown.com/book/dare-to-lead/)
      1. [87-Human-Emotions-and-Experiences\_1Page.pdf](file:///C:\Users\75THUDSON\Downloads\87-Human-Emotions-and-Experiences_1Page.pdf)
      2. [Living Into Our Values - Brené Brown (brenebrown.com)](https://brenebrown.com/resources/living-into-our-values/)
   2. DISC assessment: [What is the DiSC assessment? - DiSC Profile](https://www.discprofile.com/what-is-disc)
   3. Simon Sinek: [Leadership Training & Employee Development Platform - The Optimism Company (simonsinek.com)](https://simonsinek.com/) and [Leaders Eat Last - Simon Sinek](https://simonsinek.com/books/leaders-eat-last/)
   4. Clifton Strengths Finder Assessment: [How the CliftonStrengths Assessment Works | EN - Gallup](https://www.gallup.com/cliftonstrengths/en/253676/how-cliftonstrengths-works.aspx)
   5. [How to use a wellness wheel to boost your wellbeing — Calm Blog](https://blog.calm.com/blog/wellness-wheel#:~:text=A%20wellness%20wheel%20is%20a%20simple%20tool%20that)
   6. [Your Body Language May Shape Who You Are | Amy Cuddy | TED (youtube.com)](https://www.youtube.com/watch?v=Ks-_Mh1QhMc)
3. Building Teams
   1. Can Leadership be taught? [Can Leadership Be Taught? (forbes.com)](https://www.forbes.com/sites/tomaspremuzic/2021/09/20/can-leadership-be-taught/?sh=3290734bd46b)
   2. [The IT Leadership Workforce in Higher Education, 2024 | EDUCAUSE Library](https://library.educause.edu/resources/2024/3/the-it-leadership-workforce-in-higher-education-2024?utm_source=Selligent&utm_medium=email&utm_campaign=report_it_workforce&utm_content=3-04-24&utm_term=_&m_i=Ji6VYpKnJwVcFCvcdtYYKxpzrHqUfcl12feAiNqCT40uURwR8ayJNbAl0ei2q4ZgYG8A623hkFm1xeIe8mey66QRemO2W5tJJ%2B&M_BT=4357344884)
   3. Employee recruitment and retention: [2024 EDUCAUSE Top 10 #7: Hiring Resilience | EDUCAUSE Review](https://er.educause.edu/articles/2023/10/2024-educause-top-10-7-hiring-resilience); [Why storytelling is your best recruiting and retention tool | LinkedIn Learning](https://www.linkedin.com/learning/storytelling-for-recruiting-and-employee-retention/why-storytelling-is-your-best-recruiting-and-retention-tool?resume=false&u=56745321)
   4. Employee Engagement Survey: <https://www.gallup.com/q12/>
   5. [Bruce W. Tuckman – forming, storming norming and performing in groups – infed.org](https://infed.org/mobi/bruce-w-tuckman-forming-storming-norming-and-performing-in-groups/)
   6. [77\_Great\_Questions\_to\_Ask\_Employees\_at\_Your\_Next\_One-On-One\_Meetings\_\_.pdf (greatplacetowork.ca)](https://www.greatplacetowork.ca/images/77_Great_Questions_to_Ask_Employees_at_Your_Next_One-On-One_Meetings__.pdf)
   7. [121 One-on-one questions for managers and employees | Hypercontext](https://hypercontext.com/blog/meetings/121-questions-for-one-on-one-meetings)
   8. [How to Build Psychologically Safe Workplaces | CCL](https://www.ccl.org/articles/leading-effectively-articles/what-is-psychological-safety-at-work/)
   9. SWOT & PESTLE Analysis
      1. [SWOT Analysis | OnStrategy (onstrategyhq.com)](https://onstrategyhq.com/resources/topic/swot-analysis/)
      2. [Functional Strategy: What It Is & How to Develop One in 5 Steps (cascade.app)](https://www.cascade.app/blog/aligning-functional-strategy-with-corporate-strategy)
      3. [SWOT: Online Courses, Training and Tutorials | LinkedIn Learning](https://www.linkedin.com/learning/search?keywords=SWOT&u=56745321)
      4. [The purpose and value of PESTLE analysis | LinkedIn Learning](https://www.linkedin.com/learning/essential-techniques-for-enterprise-analysis/the-purpose-and-value-of-pestle-analysis?u=56745321)
4. Productive Feedback and conflict resolution:
   1. [How To Give And Receive Feedback With Our 4-Step Framework | Radical Candor](https://www.radicalcandor.com/blog/how-to-give-and-receive-feedback/)
   2. [giving feedback: Online Courses, Training and Tutorials on LinkedIn Learning](https://www.linkedin.com/learning/search?keywords=giving%20feedback&u=56745321)
   3. [conflict resolution: Online Courses, Training and Tutorials on LinkedIn Learning](https://www.linkedin.com/learning/search?keywords=conflict%20resolution&u=56745321)
   4. [Coaching employees in various situations (linkedin.com)](https://www.linkedin.com/learning/coaching-employees-through-difficult-situations/coaching-employees-in-various-situations?u=56745321)
5. [LinkedIn Learning Human Skills for Managers Professional Certificate | LinkedIn Learning](https://www.linkedin.com/learning/paths/linkedin-learning-human-skills-for-managers-professional-certificate?u=56745321)