

LEADERSHIP DEVELOPMENT & MANAGEMENT TECHNIQUES

Professional Development Catalog #	TITLE	AUTHOR	DESCRIPTION
LDMT:1978	Coaching for Improved Work Performance	<i>Fournies, Ferdinand F.</i>	Addresses the challenges faced by the department chair and provides help for the chair and faculty members to build bridges between individual achievement and department productivity.
LDMT:1981	Administrative Leadership	<i>Dressel, Paul L.</i>	A team building guide for chairs in colleges and universities
LDMT:1982	How to Make Meetings Work The New Interaction Method	<i>Michael Doyle & David Straus</i>	This book covers the full spectrum of departmental responsibilities. A systematic guide for all department, or division heads, in leadership, planning, and management.
LDMT:1984	Managing Faculty Disputes	<i>McCarthy, Jane, Ladimer, Irving & Sirefman, Joseph P.</i>	This book presents effective techniques for managing a wide variety of faculty disputes.
LDMT:1984	Changing Practices in Faculty Evaluation	<i>Seldin, Peter</i>	A much-needed guide to understanding and improving faculty evaluation procedures.
LDMT:1984	Chairing the Academic Department, Leadership Among Peers	<i>Tucker, Allan</i>	The preeminent study of this key role in college and university administration, this book is also a systematic guide to developing competency in leadership, planning, and management for all department or division heads. It is designed to define the primary issues faced by department chairs and to spur chairpersons to analyze their own departments and generate solutions to common problems. New to the third edition are discussions on affirmative action, getting and surviving the job, improving the quality of teaching, and coping with assessment and evaluation.
LDMT:1988	How Colleges Work	<i>Birnbaum, Robert</i>	The central purpose of <i>Departments that Work</i> is to show how academic programs can make evaluation more useful and critical reflection more likely.
LDMT:1988	The Academic Dean, Dove, Dragon and Diplomat	<i>Tucker, Allan & Bryan, Robert A.</i>	A look at how evaluation might be used for instructional improvement and, more specifically, at how peer review might be used for that purpose.

LDMT:1989	Shared Vision: Transformational Leadership in American Community Colleges	<i>Roueche, Baker, Rose</i>	This study identifies those community college presidents who are able to transform their personal vision of their college's future into a vision shared by faculty and staff.
LDMT:1990	How Administrators Can Improve Teaching (2 Copies)	<i>Seldin, Peter & Associates</i>	This book is written to assist chairpersons in carrying out their many duties and responsibilities. The purpose is to provide a supply of good ideas and information that will be useful.
LDMT:1990	The Empowered Manager, Positive Political Skills at Work	<i>Block, Peter</i>	A Practical Guide to Better Performance and Promotion/ Tenure Decisions.
LDMT:1991	The Teaching Portfolio (2 Copies)	<i>Seldin, Peter</i>	Essential Roles for Department Chairs
LDMT:1993	Leadership Skills for Department Chairs	<i>Gmelch, Walter H. & Miskin, Val D.</i>	Practical techniques that show managers how to get employees to stop doing what they should not be doing and to start doing what they should be doing.
LDMT:1993	The Department Chair, New Roles Responsibilities and Challenges	<i>Seagren, Alan T., Cresell, John W. & Wheeler, Daniel W.</i>	The author analyzes decision making on campuses, the processes & the problems and offers suggestions for improving the performance of this vital administrative function.
LDMT:1993	Reflective Faculty Evaluation	<i>Centra, John A.</i>	In this book the author provides faculty members, administrators, and faculty development specialists with the up-to-date approaches they need to evaluate and improve teaching.
LDMT:1994	Strengthening Departmental Leadership, A Team-Building Guide for Chairs in Colleges and Universities	<i>Lucas, Ann F.</i>	Strengthening Departmental Leadership is a practical guide to developing the survival skills chairs need to function as leaders and build cohesive teams in departments. Drawing on her experience working with over 6,000 department chairs at more than 125 campuses in the United States and abroad, Ann F. Lucas presents specific practical techniques for overcoming the most common problems that chairs must struggle with, including: team-building with members of the department, creating a supportive communication climate, facilitating faculty development, motivating faculty-particularly difficult colleagues, poor teachers, and mid-career faculty, handling faculty evaluation and making feedback interviews meaningful, managing conflict.

LDMT:1994	Collaborative Peer Review	<i>Keig, Larry and Waggoner, Michael D.</i>	The book offers advice on recognizing and solving the problems which confront academic administrators who have several departments or divisions under their jurisdiction.
LDMT:1994	Managing Community Colleges	<i>Cohen, Brawer and Associates</i>	A presentation to administrators with pragmatic, ready-to-use information for developing institutional policies and practices that actively support good teaching and give it a higher priority that is long overdue in undergraduate education.
LDMT:1994	The Development Officer in Higher Education	<i>Worth, Michael J. & Asp, III, James W.</i>	A presentation to administrators with pragmatic, ready-to-use information for developing institutional policies and practices that actively support good teaching and give it a higher priority that is long overdue in undergraduate education.
LDMT:1996	Dealing with Conflict and Anger	<i>Hiesberger, Jean Marie & Hendricks, Dr. William N.</i>	This book deals with resolving conflicts, creating a win-win environment, overcoming fear of conflict and building better relationships.
LDMT:1996	Communication Skills for Department Chairs	<i>Higgerson, Mary Lou</i>	This book presents a path to the empowerment of each employee, especially middle managers.
LDMT:1996	Maximizing Your Impact in Contract Education	<i>California Community College Economic Development Network</i>	A comprehensive examination of the administrative environment of community colleges provides practical advice for making the institution function more effectively.
LDMT:1998	Academic Leadership: A Practical Guide to chairing the Department	<i>Leaming, Deryl R.</i>	The authors develop a development-officer paradigm that structures several basic philosophical issues concerning the position of the development officer. Conclusions and recommendations help to define the professional role that this position plays.
LDMT:1999	Leading Academic Change	<i>Lucas, Ann F. & Associates</i>	A resource for those in community colleges charged with delivering training & other services on contract to employers.
LDMT:1999	Renewing Administration: Preparing Colleges and Universities for the 21st Century	<i>Oblinger, Diana G. & Katz, Richard N., Editors</i>	This volume deals expressly with the administrative dimension of the higher education enterprise: the environment, processes, and tools that make it possible for educators to deliver instruction, for students to learn, and for researchers to produce meaning.

LDMT:2002	Fish Sticks (DVD and 2 booklets)	<i>Charthouse Learning</i>	In Fish! Sticks, the authors who originated the original FISH! philosophy to help people add energy and passion to their work have produced another short business parable to help leaders sustain a change effort after the original momentum has subsided. In a tale about a health-care leader who is working to keep a successful change initiative alive in her hospital, the authors deliver poignant advice about holding on to a culture of innovation before efforts backslide. As other characters add depth and color to the points Fish! Sticks delivers, a set of principles emerges about the next steps that must be taken after an initial change.
LDMT:2002	Fish! (the Guide, DVD, and handouts)	<i>Charthouse Learning</i>	In this engrossing parable, a fictional manager is charged with the responsibility of turning a chronically unenthusiastic and unhelpful department into an effective team. Across the street from her office is Seattle's very real Pike Place Fish Market, world famous and wildly successful thanks to its fun, bustling, joyful atmosphere and customer service. By applying ingeniously simple lessons learned from the actual Pike Place fishmongers, our manager learns how to energize those who report to her and effect an astonishing transformation in her workplace.
LDMT:2002	Fish Tales (includes a book and a personal guide)	<i>Stephen C. Lundin, John Christensen, Harry Paul, and Philip Strand</i>	Fish! told the story of a fictional company which transformed itself by applying lessons learned from Seattle's famous Pike Place Fish market. Now, with Fish! Tales, readers can learn how real-life businesses and individuals energized their workplaces--and their lives--by implementing the lessons from Fish! Best of all, the book stands on its own for newcomers to the Fish! philosophy. Fish! Tales focuses on diverse companies, such as a bustling Sprint regional customer service center, a quiet neuro-surgical unit at a major hospital, and a brilliant car dealership. It features dozens of quick and easy ways to apply the Fish! philosophy right now. And it includes a detailed program with specific steps and action plans.

LDMT:2002	College Deans: Leading From Within	<i>Woverton, Mimi & Gmelch, Walter H.</i>	College Deans is based on the National Deans Survey, which was sponsored by the Center for the Study of Academic Leadership and included 800 deans from all U.S. 4-year academic institutions. The book consists of two main sections: 'Deans: Their Campuses and Colleges' and 'Dimensions: Duties and Challenges.' The first section describes the deanship in general, the national study in particular, and the background of current academic deans. It then gives a profile of deans: who they are and where they work. The second section of the book discusses the position of dean itself. This section looks at academic leadership in general and, more specifically, at what deans in this study believe were their primary roles and responsibilities, where role ambiguity and conflict came into play, and how they characterized stress and its relationship to job satisfaction. In addition, this section has a separate segment devoted to gender-related issues and a final chapter that highlights the most pressing challenges deans see in the near future.
LDMT:2002	Developing Leadership Abilities	<i>Bell, Arthur H. & Smith, Dayle M.</i>	Teaches specific skills that matter most for those assuming a leadership role.
LDMT:2003	Departments that Work: Building and Sustaining Cultures of Excellence in Academic Programs	<i>Wergin, Jon F.</i>	This book helps the reader develop the knowledge, skills, insights, and attitude needed in order to become an effective leader.
LDMT:2005	Effective Leadership: Ten steps for Technical Professions	<i>Goetsch, David L.</i>	This book focuses on the four aspects of leadership: the individual as a leader; the life cycle of leadership; the organization; and the community.
LDMT:2005	Four-Dimensional Leadership	<i>Fisher, William P. & Muller, Christopher C.</i>	A problem-based approach to implementing the ISLLC standards.
LDMT:2005	Practicing the Art of Leadership	<i>Green, Reginald Leon</i>	Takes a groundbreaking look at how new discoveries in brain science challenge our standard ways of thinking about change in teams and organizations.

LDMT:2012	The Art and Science of Changing People Who Don't Want to Change(4 Copies)	<i>Reut Schwartz-Hebron</i>	A groundbreaking look at how new discoveries in brain science challenge our standard ways of thinking about change in teams and organizations. The book shows how our reliance on old models stands in the way of effectively managing change. It offers a new tested solution for executing change, introducing a new way to engage resistance and overcome it. This book Includes Webcast Materials and a CD Recording.
LDMT:2013	Recruiting and Retaining Diverse Faculty-Session 1	<i>Academic Impressions/Leaving a lasting mark on higher education</i>	Webcast Materials and CD Recording
LDMT:2013	Recruiting and Retaining Diverse Faculty- Session 2	<i>Academic Impressions/Leaving a lasting mark on higher education</i>	Brochure on skill building workshops.
LDMT:2013	On-Campus Workshops (2 Copies)	<i>Academic Impressions/Leaving a lasting mark on higher education</i>	The interaction method is a new, tested way to stop wasting time and get things done at meetings. It increases productivity up to 15 percent. Works whether you're in a hierarchical (authoritarian) or horizontal (democratic) organization.
LDMT:2016	The Practice of Adaptive Leadership	<i>Ronald Heifetz, Alexander Grashow, Marty Linsky</i>	When change requires you to challenge people's familiar reality, it can be difficult, dangerous work. Whatever the context--whether in the private or the public sector--many will feel threatened as you push though major changes. But as a leader, you need to find a way to make it work.The Practice of Adaptive Leadership is a hands-on, practical guide containing stories, tools, diagrams, cases, and worksheets to help you develop your skills as an adaptive leader, able to take people outside their comfort zones and assess and address the toughest challenges.

LDMT:2016	Strengths Based Leadership	<i>Tom Rath</i>	In Strengths Based Leadership, #1 New York Times bestselling author Tom Rath and renowned leadership consultant Barry Conchie reveal the results of this research. Based on their discoveries, the book identifies three keys to being a more effective leader: knowing your strengths and investing in others' strengths, getting people with the right strengths on your team, and understanding and meeting the four basic needs of those who look to you for leadership. As you read Strengths Based Leadership, you'll hear firsthand accounts from some of the most successful organizational leaders in recent history, from the founder of Teach For America to the president of The Ritz-Carlton, as they discuss how their unique strengths have driven their success. Filled with novel research and actionable ideas, Strengths Based Leadership will give you a new road map for leading people toward a better future.
LDMT:2016	Good to Great	<i>Jim Collins</i>	Start with 1,435 good companies. Examine their performance over 40 years. Find the 11 companies that became great. Now here's how you can do it too. Lessons on eggs, flywheels, hedgehogs, buses, and other essentials of business that can help you transform your company.
LDMT:2016	Crucial Conversations	<i>Patterson, Grenny, McMillian, Switzler</i>	The first edition of Crucial Conversations exploded onto the scene and revolutionized the way millions of people communicate when stakes are high. This new edition gives you the tools to: Prepare for high-stakes situations, Transform anger and hurt feelings into powerful dialogue, Make it safe to talk about almost anything, Be persuasive, not abrasive.

LDMT:2016	The Art of Possibility Transforming Professional and Personal Life	<i>Rosamund Stone Zander,</i> <i>Benjamin Zander</i>	Presenting twelve breakthrough practices for bringing creativity into all human endeavors, <i>The Art of Possibility</i> is the dynamic product of an extraordinary partnership. The Art of Possibility combines Benjamin Zander's experience as conductor of the Boston Philharmonic and his talent as a teacher and communicator with psychotherapist Rosamund Stone Zander's genius for designing innovative paradigms for personal and professional fulfillment. The authors' harmoniously interwoven perspectives provide a deep sense of the powerful role that the notion of possibility can play in every aspect of life. Through uplifting stories, parables, and personal anecdotes, the Zanders invite us to become passionate communicators, leaders, and performers whose lives radiate possibility into the world.
------------------	--	---	--

One leadership development definition is that it's the process of recognizing potential and building management skills in your company. Leadership development expands the ability of individuals to perform effectively in leadership roles within an organization. Leadership development can include specific programs, one-on-one or group coaching or self-guided development through reading, listening to podcasts or watching leadership programs. What are leadership development programs? Leadership development gives your employees the tools they need to mediate conflict professionally and neutrally. 3. Change management: The business world moves fast. Companies need to be agile and able to respond and leaders need to be prepared to help others adjust to the change. Why is leadership development important? Leadership development benefits an organization in a multitude of ways. 1. It drives better business results. Leaders shouldn't think small. Problem-solving and effective team management are dependent on a leader who can make decisions that will benefit the team not just immediately, but down the road as well. Using these goals as a starting point will help an organization dial in on what is important, what changes need to be prioritized, and what kind of training will be most effective in developing the leadership that they would like to see within their organization. Leadership, Management and Organisational Development. Richard Bolden, Centre for Leadership Studies, University of Exeter, UK Richard.Bolden@exeter.ac.uk. In Gold, J., Thorpe, R and Mumford, A. (eds) (2010) Handbook of Leadership and Management Development. Aldershot: Gower. Furthermore, leadership and management development (LMD) activities are often commissioned with little consideration of the underlying theories and assumptions on which they are based. To overcome these, a range of techniques including desensitisation, reinforcement, psychological re-enactment, social skills development and group dynamics may be used. (7) Consider the role and impact of organisational culture and context. What is the nature of the task? Leadership development is the process which helps expand the capacity of individuals to perform in leadership roles within organizations. Leadership roles are those that facilitate execution of an organization's strategy through building alignment, winning mindshare and growing the capabilities of others. Leadership roles may be formal, with the corresponding authority to make decisions and take responsibility, or they may be informal roles with little official authority (e.g., a member of a team who... Learn these 7 major leadership theories that will sharpen your leadership skills and qualities and help you perform better as a manager. This often leads people to wonder what the difference between a leader and a manager really is. However, one thing is for sure while leadership and management are not the same, they both must go hand in hand. If managers are to be effective in their role, it is essential for them to imbibe certain leadership skills. And if leaders want to lead successfully, they must know how to manage their followers employees, peers, and stakeholders so that they feel more inspired, empowered, and engaged, leading to a successful organization.