

outbursts

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Leadership maven Melissa Lubin shares tips

Commonwealth campus director helps others with professional development

By Andrea Brunais

Melissa Lubin – commonwealth campus director over Virginia Tech centers in Richmond, Newport News and Virginia Beach – is a leadership development specialist. Clients for her professional development programs include leaders from the private and public sector. She maintains that anyone can learn leadership skills, no matter his or her position on the org chart.

What are the secrets of being a great leader?

“Probably the first tip is to really look inside,” Lubin says. “Get comfortable with yourself; understand who you are and what you bring to the table.” Once you recognize your strengths, you can pinpoint opportunities to develop further skills.

Leaders don’t have to put on a brave front. They don’t have to know everything. “Show a little vulnerability,” Lubin says. “Work on some of those things you want to improve on. And go about it every day. Leadership is a process. It’s ongoing. It’s not: One day you’re born a leader and you’re good for the rest of your life. It takes work. You can refine it over time.”

Understanding your mission and values is vital. “What do you want to accomplish? What is your vision, and where do you want to go?” After that, you can ask yourself how to inspire others to move toward that goal.

One way to find answers is to talk to the people who will help carry out your ideas.

“Ask them, how do they like to be led? What matters to them? What motivates



them? What inspires them to move forward? And then embrace that.”

More than one person is attributed with the statement that 80 percent of success is just showing up – an aphorism Lubin repeats.

She stresses “being consistent, showing up every day, exhibiting these behaviors that are strong and confident and show that you care about people. It’s been said that people don’t really care about what you know until they know you care about them.

Great leaders lead in that way. They’re people focused, and they work every day at demonstrating what leadership is all about.”

You can watch Lubin share these tips and more in a YouTube video:
<http://tinyurl.com/LubinLeaderTips>

On back: more on leadership training



Virginia Tech
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Leadership courses around the Commonwealth

Roanoke Center



Cindy McFall, a recreation coordinator, joins other Roanoke city employees participating in the *Creativity and Innovation in the Workplace* workshop, part of the *Leaders of Distinction* series at the Virginia Tech Roanoke Center.

- **Leaders of Distinction** is a series of courses aligned with the mission of the city of Roanoke: embracing diversity, fostering accountability in the workplace and delivering quality customer service.
- **Lean Management for Executives** trains senior-level employees of the city of Roanoke to embed a culture of process improvement within all municipal departments.
- **Toolkit for 21st Century Leaders** is an open-enrollment leadership series that includes seven course modules as well as individual coaching sessions.

Richmond Center Newport News Center Virginia Beach Center

Offering leadership development programs for both the public and private sectors, Virginia Tech centers in Richmond, Newport News and Virginia Beach serve corporate clients such as Canon Virginia, the Port Authority of Virginia, Altria, Virginia Department of Agriculture and Consumer Services, and the Virginia Department of Behavioral Health and Developmental Services.

- **Virginia Public Sector Leader Program**, a multifaceted leadership development program focused on self awareness, emotional intelligence, strategic planning and leadership, coaching, and team building
- **Professional development** workshops and customized certificate programs in government, corporate and nonprofit management, and leadership competencies

Take a video ride-along to see some of Virginia Tech's locations around the commonwealth: <http://tinyurl.com/vtcommonwealth>

Reynolds Homestead



Existing and aspiring leaders engage in a group development exercise as part of **Leadership Patrick County** at the Reynolds Homestead in Critz, about 65 miles southeast of Blacksburg.

- **Leadership Patrick County** is a nine-month program that provides emerging civic leaders a series of leadership development workshops and the opportunity to meet with local and state government officials and business, school and nonprofit leaders from throughout the county. Participants are asked to identify areas of need in the community and to develop a service project to address them.
- **Challenge Course** is designed to help participants build relationships, improve communication and critical thinking skills and develop leadership potential

Center for Organizational & Technological Advancement



Leaders network at the 2014 Professional Development in Local Government Conference

The **Center for Organizational and Technological Advancement (COTA)** provides leadership development opportunities at The Hotel Roanoke & Conference Center in conjunction with Virginia Tech faculty and Center Fellows. Programs include:

- **Professional Development in Local Government**
- **Aspiring Superintendents**
- **Recently Appointed (School) Administrators**
- **Environmental & Quality Management System**

Southwest Center



Andy Cox, Kathy Witt and Kyle Rhodes, graduates of the Virginia Tech Educational Leadership doctoral program in Abingdon

In addition to master's and doctoral programs, the center provides numerous programs for teachers and school leaders.

- **School Law and Finance** seminars address recent litigation, new legislation and social media.
- **Learning Across Virginia** provides the opportunity for STEM (Science, Technology, Engineering, and Math) leaders to visit various research laboratories in order to reimagine and revise STEM middle and high-school curriculum.
- **Proposal development and implementation** of VDOE funded math/science projects enhance instructional strategies, methods, and technology skills.

LEARN MORE

Virginia Tech Richmond Center, Virginia Beach Center, Newport News Center

- **Melissa Lubin, director**
p: 804-662-7288 e: mmlubin@vt.edu

Virginia Tech Roanoke Center

- **Kay Dunkley, director**
p: 540-767-6100 e: kdunkley@vt.edu

Virginia Tech Southwest Center

- **Penny McCallum, director**
p: 276-619-4311 e: pmccal5@vt.edu

Reynolds Homestead

- **Julie Walters-Steele, director**
p: 276-694-7181 e: jws@vt.edu

Center for Organizational and Technological Advancement (COTA)

- **Susan Short, director**
p: 540-853-8259 e: sshort@vt.edu

www.outreach.vt.edu

Outbursts is a publication of Outreach and International Affairs
Guru Ghosh, vice president
Susan Short, associate vice president for engagement

Editorial and graphics staff
Andrea Brunais, 540-231-4691
Keith Pierce, 540-231-7966
Rich Mathieson, 540-231-1419
Miriam Rich, 540-231-4153