21st Century Public Education and Beyond Boundaries Servant Leadership

Provost Thanassis Rikakis
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Some emerging trends in 21st century public education

• K-life
• Partnerships
• Diversified resource portfolio
• Adaptive pedagogy and delivery
• Inclusive definitions of excellence
• Research and development (especially in the land grant)
• Established and emerging knowledge
• And that is only a few....
• Continuous innovation and evolution as the rule
How does management and leadership evolve in this ever-changing landscape?

- New organizational structures
- New processes
- New identities
From stove-pipped silos
To matrix management
To problem-based connectivity
To dynamic networks
New processes

• From cleanly staged processes
  • Planning, implementation, evaluation

• To iterative, rapid design processes

• From perfection

• To continuous improvement
Requires a new type of servant leadership

• From knowing and controlling perfectly only your area of knowledge/responsibility
  • Which can be effective, but also can lead to silos and empire building

• To knowing your area well and being aware of its continuously evolving connections to other areas and the world
  • And continuously evolving your area and work based on this feedback loop
Requires a new type of servant leadership

- From promoting individual goals
  - Individual person/units goals
  - Perfecting your controlled space

- To focusing on the impact of the networked outcomes
  - Shared outcomes
  - Focus on impact
A personal perspective

• This is hard

• Complexity (especially at large-scale) and pace can overwhelm you and take you away from servant leadership approaches

• Getting the process right and keeping the human network viable is as important as the outcomes

• Learning to learn