

# 21<sup>st</sup> Century Public Education and Beyond Boundaries Servant Leadership

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McComas Staff Leadership Seminar

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# Some emerging trends in 21<sup>st</sup> century public education

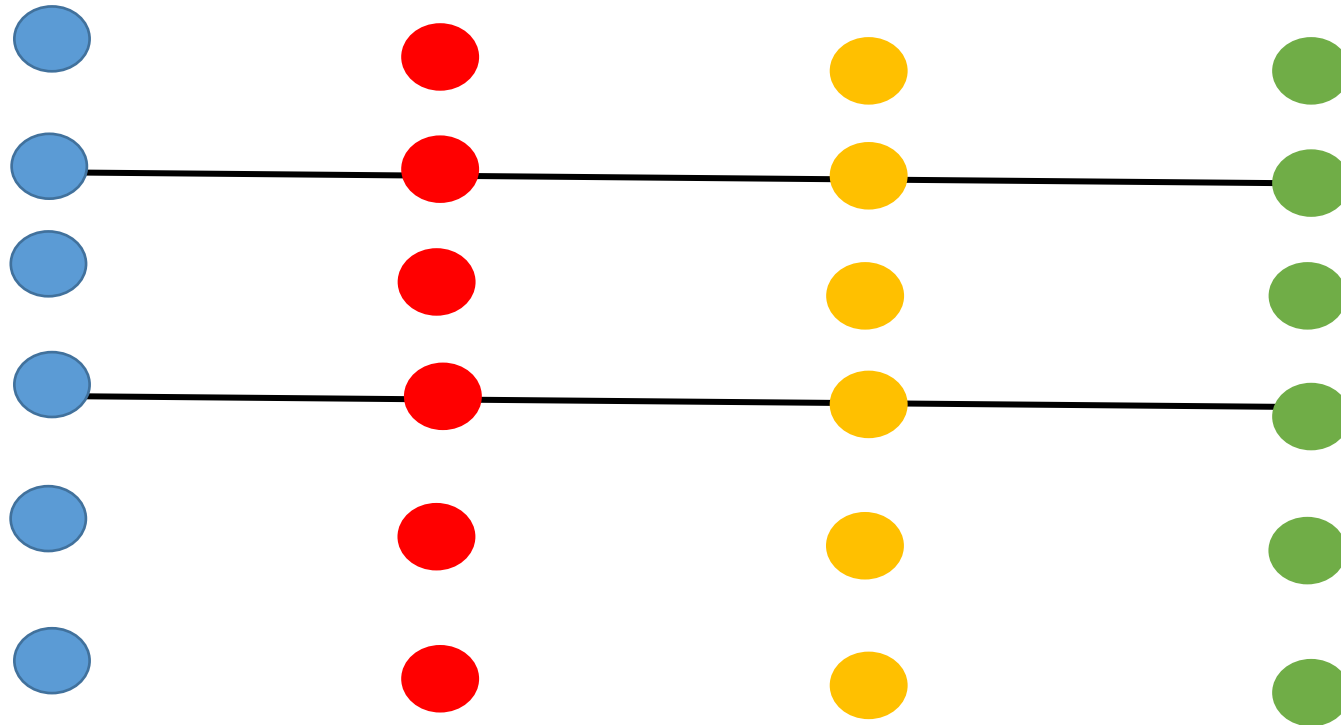
- K-life
- Partnerships
- Diversified resource portfolio
- Adaptive pedagogy and delivery
- Inclusive definitions of excellence
- Research and development (especially in the land grant)
- Established and emerging knowledge
- And that is only a few....
- Continuous innovation and evolution as the rule

# How does management and leadership evolve in this ever-changing landscape?

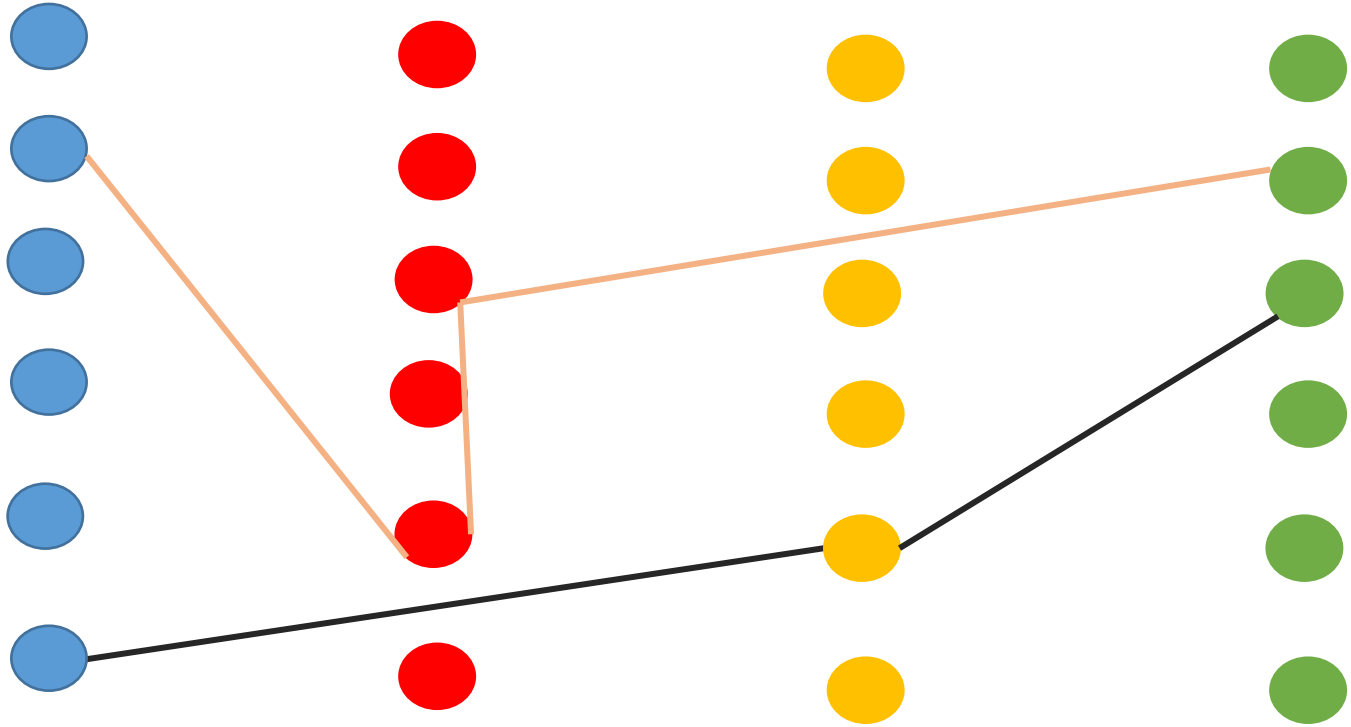
- New organizational structures
- New processes
- New identities



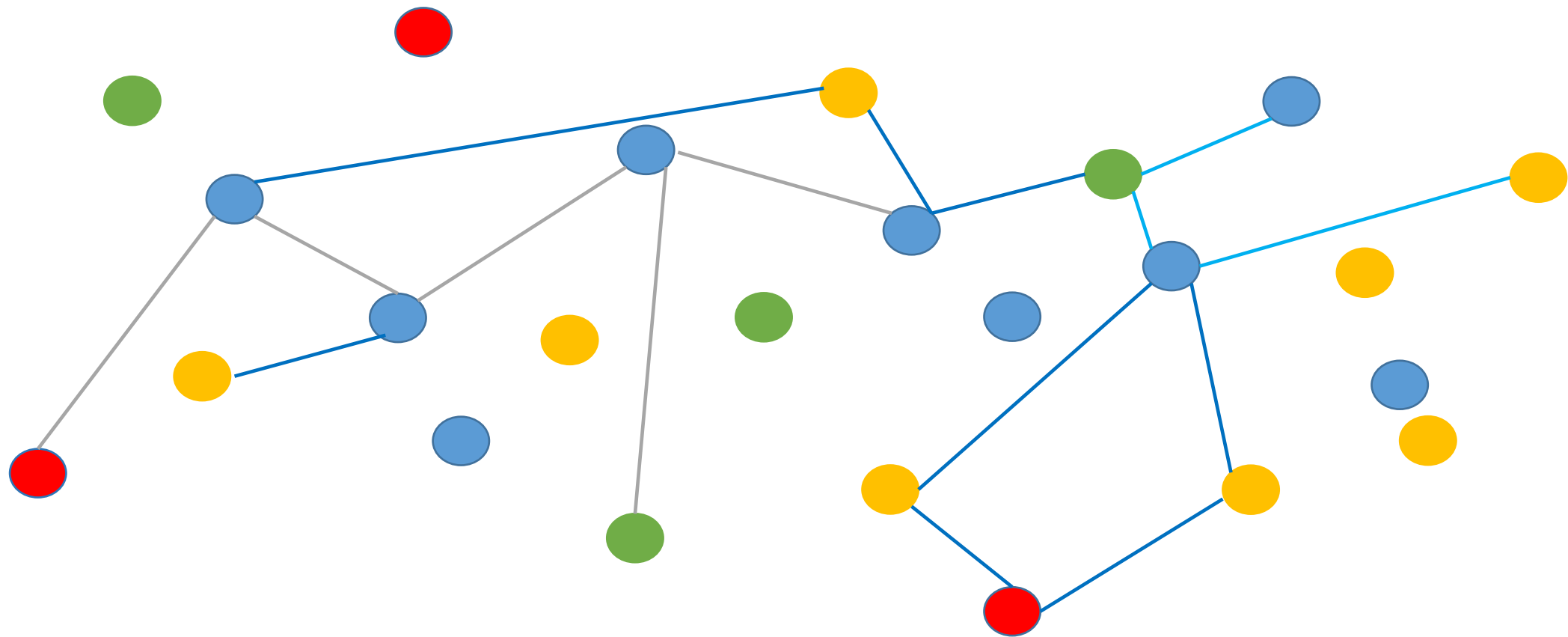
# To matrix management



# 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