

Open Door Leadership: *Creating Opportunities for Those You Lead*



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Introducing Open Door Leadership

- Know your employees
- Match suitedness
- Envision the desired results
- Provide ongoing support

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"Management is doing things right; leadership is doing the right things." *Peter F. Drucker*

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Opportunity Focus

- Opportunity pulls
- Opportunity points in the right direction
- Opportunity activates imagination
- Opportunity inspires courage
- Opportunity begets opportunity

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"If you want to be a leader, the good news is that you can do it. Everyone has the potential, but it isn't accomplished overnight. It requires perseverance." John C. Maxwell

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Purposeful Discomfort

- Deliver discomfort in doses
- Create safe discomfort
- Role model: Seek discomfort yourself

<https://www.youtube.com/watch?v=sg4YTz4pRLc>

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*"One of the beautiful things about baseball is that every once in a while you come into a situation where you want to, and where you have to, reach down and prove something." - **Nolan Ryan***

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The Proving-Ground Door

- Who deserves an opportunity?
- Who opens the door?
- Small Proving Before Big Proving?
- Giving People a Break

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*"The Secret of Change is to focus all of your energy, not on fighting the old, but on building the new." - **Socrates***

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The Thought Shifting Door

- Open-doors leaders know how to shift the way people think
- Inspire more creativity in the workplace
- Choose a climate to inspire great ideas
- Open the thought-shifting door - positively, constructively, and productively

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*"I did then what I knew how to do. Now that I know better, I do better." - **Maya Angelou***

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The Door to a Second Chance

- Find opportunities that others view as problems
- The willingness to strike a deal
- Opportunities can outweigh the risks
- Open the thought-shifting door - positively, constructively, and productively

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Second Chances Worth the Risk

- Made an honest and legal mistake
- Made a mistake out of ignorance
- A track record of adding value
- Embarrassed for mistakes and likely to retain lessons learned

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Open Door Leaders

- Take situations and create learning opportunities
 - Small and big mistakes provide the best learning

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*"I believe that we are here for each other, not against each other. Everything comes from an understanding that you are a gift in my life – whoever you are, whatever our differences."
John Denver*

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Opening Doors for Others

- Understand the importance.
- Focus on who you surround yourself with.
- Look for talent, not similarity.
- Recognize that even "Others" have others.

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"Growth and self-transformation cannot be delegated." —Lewis Mumford

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The Door to Personal Transformation

- Discover who you truly are.
- Embody the values you expect others to live up to.
- Increase accountability.
- Being a boss does not make someone a leader.

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“Great leadership usually starts with a willing heart, a positive attitude, and a desire to make a difference.” Mac Anderson

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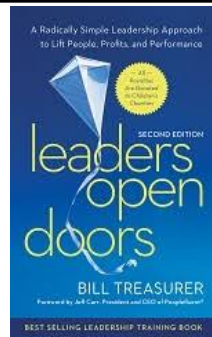
The Door to Your Open Heart

- How you treat people determines the results you get.
- Be ready to reflect the “real” you.
- Connect where it matters.

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References

- Leaders Open Doors – Bill Treasurer



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Contact Information

Robyn Remotigue, CRA
Director, Research Services, School of Public Health
UNT Health Science Center at Fort Worth
Robyn.Remotigue@unthsc.edu



Rosemary Madnick, MBA
Executive Director, Office of Grants and Contracts Administration
University of Alaska Fairbanks
rmadnick@alaska.edu



Tony Ventimiglia
Acting Executive Director of Research Administration Services
Director of Proposal Services & Faculty Support
Auburn University
ventiaf@auburn.edu



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