Greetings Huskie Leaders!

Happy Fall 2015 semester NIU Huskies! Student Involvement & Leadership Development (SILD) staff are looking forward to connecting with our returning students and are thrilled to welcome new students to the Huskie family!

The Leadership & Student Organizational Services (LSOS) team has been working throughout the summer to ensure you have opportunities to get connected early in the semester. This semester, LSOS is offering 20 workshops for both student organizations and NIU leaders. These workshops range from learning how to delegate, what it means to be an authentic leader, how to effectively manage an organization budget, and much more. We are also implementing our first annual Leadership Week this semester. During this week, you will have opportunities to attend workshops and complete activities that will enhance your leadership skills. The culminating Leadership Week event is our LEAD Summit on Saturday, November 14. Read more about Leadership Week on page 11 and the LEAD Summit on page 2.

In addition to the topics mentioned above, in this eNewsletter you will have an opportunity to learn more about the Leadership Academy, smart leadership solutions to challenges, diversity awareness, and more.

I’m also excited to welcome Mary Kate Olofson, our LSOS graduate assistant, to the team! Mary Kate is a wonderful addition to our staff and will be working with many of you throughout the school year – learn more about her on page 12.

If you have questions about your leadership journey, don’t hesitate to connect with me at klance@niu.edu or 815-753-6505. Please stop in and see us in room 150 of the Campus Life Building. We look forward to working with you!

Happy reading!

Kelli Lance

“The task of leadership is not to put greatness into humanity, but to elicit it, for the greatness is already there.”

- John Buchan
NIU LEAD SUMMIT

Barsema Hall | Saturday, November 14, 2015

CHECK-IN: 9:00AM

PROGRAM: 9:45AM-4:30PM

The NIU LEAD Summit is a free leadership conference for all NIU undergraduate students. Participants will have the opportunity to:

- Attend various leadership workshops
- Hear from national keynote speakers
- Network with other student leaders and staff members
- Enjoy a complimentary continental breakfast and lunch
- Attend a Greek track specifically designed for fraternity & sorority members

REGISTER AT NIUTICKETS.COM BEGINNING OCTOBER 5th

Questions? Contact Kelli Lance at klance@niu.edu or 815-753-6505
The Leadership Academy is committed to enhancing students’ self-awareness, preparing students to have a positive impact at NIU and the greater community, developing students’ leadership skills to enhance their future personal and career success, and fostering connections between students and the University.

JOIN THE LEADERSHIP ACADEMY TODAY!

Are you looking to get involved on campus and within the DeKalb community? Are you interested in gaining personal and professional leadership skills? Do you want to attend workshops and events led by outstanding speakers from the campus and community who are eager to share their wealth of knowledge with you? If so, then join the Leadership Academy today! If you have any questions or are interested in learning more about the program, please contact us or visit our website at www.leadershipacademy.niu.edu.

To apply to the Leadership Academy, visit: www.leadershipacademyapp.niu.edu
10 Smart Leadership Solutions for Every Challenge

The word "leadership" evokes an image of great men and women--people who, in a moment of crisis, always rise to the occasion with the right response, the right decision, the right direction.

Unfortunately, that image is based on the misconception that leaders always know what to do. That's often far from the truth; most of the time leaders don't know what they're doing any more than the rest of us do. That's why every leader needs a kit of solutions that works against the most common challenges life throws at us.

Here are some practical and effective strategies that work for the challenges we face.

1. Develop your personal leadership style.
   No one is born knowing how to be an effective leader. Spend time learning as much about yourself as possible. When you work on yourself, you're working on your leadership. Consider finding a good leadership program, coach, or mentor.

2. Learn from experience.
   Think strategically about how you can gain the experience you need. Delve into challenging projects that may give you unusual problems to solve; practice observing situations from different perspectives and learn from everything you do.

3. Don't be afraid to fail.
   Unless you're not trying at all, you will almost certainly fail, maybe more than once. The important thing is to learn how to take responsibility for your failures, extract their lessons, and change directions while still moving forward.

4. Have a compelling vision.
   When a crisis hits--and it will--having a vision and knowing that people are aligned with that vision keeps things in check. If you are trusted as a leader, you'll be perceived as someone who can bring people together and keep things on track instead of falling apart.
5. Polish your people skills.

Great leaders have great interpersonal skills. They care for their people. As a leader, you need to know how to listen quietly and hear what people are really saying by asking questions and being open to the truth. When challenges come, it's especially important to open up and show you care.


Your commitment is a model for others. If people can see that you are working hard toward attaining a goal, they will join you. Learn to tap into the motivation that gives you energy and passion, so in turn you can inspire others through difficult times.


When times get tough, it's always tempting to hide, but that's the worst thing you can do. Stay visible and keep people informed even when it's bad news. People don't like to feel excluded from progress or from problems; when you keep them current, they will be invested and prepared to help.

8. Inspire others.

Inspiration is empowering; when you inspire people, you also give them a sense of purpose. When you lead by example and people feel inspired by who you are, it empowers them to be more effective and productive.

9. Find a true mentor.

When times are challenging, find someone who has been there before, learned his or her lessons, and is willing to guide you along the way. A good mentor should have the experience you want to gain, and should also have a sincere desire to the help you along the way. Mentoring has to be genuine and positive to be truly meaningful.

10. Take care of yourself.

The best leaders take care of others, especially in challenging times. But if you neglect yourself, you will soon be overwhelmed by pressure. Do what you need to do to keep yourself sharp and healthy, and remind yourself often that what you do is valuable.

No matter what the current economic, political, and social realities are, the challenge for leaders today is to define themselves, to identify a vision and set goals, and to acquire the leadership skills to handle a wide range of everyday challenges.

By: Lolly Daskal, President and CEO, Lead from Within

Did you know...

In ancient Rome, it was considered a sign of leadership to be born with a crooked nose.
Student Organization Spotlight

NIU Best Buddies works to establish a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment, and leadership development for people with intellectual and developmental disabilities.

Join NIU Best Buddies!
When: The 1st Monday of every month at 9:00 P.M.
Where: Gabel Hall-Room 126

For more information, contact NIU Best Buddies at niubestbuddies@gmail.com
Diversity awareness is having a wide understanding of different cultures, backgrounds, and opinions. Leaders should strive to work toward composing a team that is diverse and inclusive in order to gain new and different perspectives. There are a few things leaders can do in order to create this accepting atmosphere. Here are some tips to help you promote your cultural competency while developing your leadership style:

- **Address your own biases in diversity awareness.** People will come into situations with their own biases, and it is important to acknowledge that you will have biases of your own that need to be addressed before being able to spread an inclusive environment to your team.

- **Educate the people you are leading.** It is important to be knowledgeable of diversity and what it means to be inclusive. Being able to understand cross-cultural communication and having some knowledge of differences from one culture to another will greatly benefit your group.

- **Be a role model.** As a leader, your participants, workers, or club members will be looking up to you. It is important to understand diversity and inclusion as something broader than race and ethnicity, but also gender, age, sexual orientation, religion, socioeconomic status, ability, and other identifiers. Everyone will be coming in with different perspectives and life experiences, and it is crucial to be open and accepting of differing opinions and to encourage your followers to do so as well.

- **Treat your team equitably and encourage them to treat others the same way.** Having an inclusive environment is a group effort and encouraging your employees to educate themselves and to act inclusively is imperative when trying to create an accepting atmosphere.

What is Your Leadership Style?

Please answer these questions in regard to how you would feel or act if you were in a leadership position.

1. I have final say over decisions made in my group.
   A). Absolutely.
   B). Most of the time.
   C). I let my group members make their own decisions.

2. I consider suggestions made by others in the group.
   A). Never.
   B). Most of the time.
   C). Always.

3. I tell group members what to do, how to do it, and when I want it done.
   A). All of the time.
   B). Occasionally.
   C). Rarely.

4. I watch group members to be sure they are performing tasks properly.
   A). Always.
   B). Somewhat. I offer guidance if it is needed.
   C). Never. Group members know more about their job than I do.

5. I accept input from group members.
   A). Never. I don’t have time to worry about other people’s ideas.
   B). Yes, but I have final say over all decisions.
   C). Absolutely. I allow group members to guide the decision-making process.

6. I ask advice from group members when things go wrong.
   A). No. I know how to solve the problem.
   B). Often. I want input from group members when resolving problems.
   C). Yes, and I let group members resolve problems on their own.

7. I want group members to feel involved and relevant in the decision making process.
   A). Never.
   B). Most of the time.
   C). All of the time.

8. When there are problems in the group, I work with members to arrive at a reasonable resolution.
   A). Never. I will decide how to fix the problem.
   B). Often times. Group members should offer suggestions.
   C). Always. Group members should work together to fix the problem.

9. I prefer when decisions are made through group consensus.
   A). Never.
   B). Occasionally.
   C). Always.

10. Big decisions should have the approval of the majority of the group.
    A). Never. Group leaders are in charge of making decisions.
    B). Sometimes. Group members should offer input.
    C). Always.
Now, count up your letters!

Mostly A’s_______ (Authoritarian Leadership Style)

Mostly B’s_______ (Participative Leadership Style)

Mostly C’s_______ (Delegative Leadership Style)

**Authoritarian**

- Provides clear expectations to group members.
- Directs what should be done, when it should be completed, and how it should be accomplished.
- Makes decisions without input from group members.

**Benefits:** Best used in situations when there is little time for group decision-making, or when leader is the one best equipped to solve the problem or give directions.

**Limitations:** Can be construed as bossy and controlling.

**Delegative**

- Allows group members to make decisions and have complete control of how tasks are completed.

**Benefits:** Best used when the leader needs to rely on qualified employees for their expertise or strengths.

**Limitations:** Can lead to undefined roles and a lack of motivation among subordinates.

**Participative**

- Accepts input from group members when making decisions and solving problems.
- Leader retains the final say when choices are made.

**Benefits:** Group members are encouraged and motivated, and this style often leads to more effective and accurate decisions.

**Limitations:** Can result in leader feeling the need to please all group members.

September
9/30/15 Student Organization Workshop: Teambuilding Activities at 3pm in CLB 100

October
10/5/15 Student Organization Workshop: Delegation-Utilizing Your Team at 5pm in CLB 100
10/8/15 Leadership Academy Workshop: Leadership 101 at 5pm in CLB 100
10/13/15 Leadership Academy General Meeting at 12pm in CLB 100
10/20/15 Student Organization Workshop: Budgeting 101 at 12pm in CLB 100
10/28/15 Leadership Academy Workshop: Authentic Leadership at 3pm & 6pm in CLB 100

November
11/3/15 Leadership Academy Workshop: Leadership 101 at 4pm in CLB 100
11/5/15 Leadership Academy General Meeting at 6pm in CLB 100
11/9/15-11/14/15 Leadership Week
11/9/15 Leadership Academy Workshop: Non-Positional Leadership: Leading from the Middle at 3pm & 6pm in CLB 100
11/12/15 Leadership Academy Workshop: Leadership 101 at 2pm in CLB 100
11/14/15 NIU LEAD Summit at 9am-4:30 pm in Barsema Hall
11/19/15 Student Organization Workshop: Motivating the Middle at 6pm in CLB 100

December
12/2/15 Leadership Academy General Meeting at 3pm in CLB 100

For more information, visit www.leadershipevents.niu.edu.
LEADERSHIP WEEK

November 9th-November 14th

Student Involvement and Leadership Development (SILD) is proud to host the first annual Leadership Week at Northern Illinois University. Leadership Week is an opportunity for students to learn skills and tools for being an effective leader. These skills will help us throughout our lives, whether we’re called to be leaders in our families, in organizations, at work, in our communities, or leaders of a movement. Throughout the week, we will have a variety of engaging activities, workshop, and events that students can participate in in order to enhance their leadership skills. To participate in Leadership Week, check out our events calendar listed below.

Monday, November 9th
Leadership Academy Workshop: Non-Positional Leadership: Leading from the Middle at 3:00pm & 6:00pm in CLB 100
During this workshop, participants will discover how to use their leadership skills in situations where they do not possess a leadership title or role within a team or organization so that they can still make a difference and work with others to reach a common goal.

Tuesday, November 10th
Leadership & Diversity Dialogue at 6:00pm in the Gender & Sexuality Resource Center’s Conference Room
During this event, participants will learn how to advise a diverse group in a supportive and affirming way.

Wednesday, November 11th
Leadership Panel & Brown Bag Lunch at 12:00pm-1:00pm Location CLB 115
Bring your lunch and learn from some exceptional NIU leaders at both the student and staff level during this hour-long panel.

Thursday, November 12th
Leadership Academy Workshop: Leadership 101 at 2:00pm in CLB 100
During this workshop, participants will be able to better understand their personal leadership style, traits of effective leaders, and will participate in leadership activities.

Friday, November 13th
Feed My Starving Children Service Event at 3:00pm-5:00pm
Interested in volunteering with Feed My Starving Children? To reserve your spot, contact Mary Kate Olofson at molofson1@niu.edu.
Encourage the Heart
Stop by the MLK Commons between 10am-2pm to pick up an inspirational quote and fun giveaways.

Saturday, November 14th
NIU LEAD Summit at 9:00am-4:30pm in Barsema Hall
The NIU LEAD Summit is NIU’s premier leadership conference during which participants have opportunities to attend various workshops related to developing leadership skills, hear from keynote speakers, and network with other students and staff members.
MEET THE STAFF

Leadership & Student Organizational Services

KELLI LANCE

Assistant Director
Leadership & Student Organizational Services
Phone: 815-753-6505
Email: klance@niu.edu

Kelli has been serving in the Assistant Director for Leadership & Student Organizational Services role since October 2013. Before obtaining her position in SILD, she served as the Professional Development & Operations Coordinator at the Vice President’s office in Student Affairs & Enrollment Management.

Kelli has thoroughly enjoyed her role in SILD, particularly because she is able to work directly with students and witness first-hand how their leadership skills improve throughout their time at NIU.

MARY KATE OLOFSON

Graduate Assistant
Leadership & Student Organizational Services
Phone: 815-753-6595
Email: molofson1@niu.edu

Mary Kate is the Graduate Assistant for Leadership & Student Organizational Services. She has been in the role since July 2015. Mary Kate previously attended the University of Illinois at Urbana-Champaign where she studied Psychology and Spanish and worked as a Counseling Center Paraprofessional and Resident Advisor.

Mary Kate is beginning her first semester in the College of Education’s Counseling Program and aspires to have a career in school counseling upon graduation.