

Lessons in Leadership – for Positive Change Management

M304

presented by:

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SOCIETY OF
RESEARCH
ADMINISTRATORS
INTERNATIONAL



Lessons I've learned...

- We learn some lessons the hard way.
- We learn some lessons the easy way.
- We learn some lessons from ourselves.
- We learn some lessons from others.
- **The important thing is, that we still learn lessons.**

I've learned that mistakes can often
be as good a teacher as success.

-- Jack Welch

Never forget
where you came
from.



Or where you are going.



It's a small world



HAVE FUN!!!!



Do your homework.

- In school and in life.
- Don't ask for something unless you can reasonably know the answer already.
- Anticipate questions from others.

Don't bite
the hand
that feeds
you.

*Even if you're
put on a strict
diet.*



Change.

Don't think of it as always changing; but rather that we are an organization of continuous improvement.

Should our surgeons operate in the same manner as surgeons 100 years ago, or even 15 years ago?



Take a leap
of faith.



**Look Before
You Leap.**

**Planning is
better than
Plans**



It's not enough to be right.

- First, be right.
- Then if it's material, ensure it's known that you're right.
- Work to ensure a comfort level and understanding at levels above and below.
- Don't back down, stick to your principles.

Challenge up. Support down.

Support management, yet be willing and able to challenge. "Challenge up" when you honestly disagree with ideas and policies that come from top management. Once final decisions are made, "support down" by standing behind decisions/policies and making them work in the department and the community.

**Make sure
there will be
no skeletons
in your closet
(or on the
server)**



**See no evil. Hear no evil. Speak
no evil.**



**A man's character may be learned from the adjectives which he habitually
uses in conversation.**

-- [Mark Twain](#)

Someone is ALWAYS watching.



Pull your own weight.



Stick to what you're good at, and ensure it's mission-related.

- You can't buy a car at the Piggly Wiggly



Support your staff.

- Make sure they know ahead of time that you will support them (unless it's egregious)
- Publically show support (as appropriate)
- Privately punish and guide (as appropriate)

**Dress for
the position
you want,
not the one
you have.**



Well-rested is well-tested.



RELAX

Deadlines,
projects, kids and
family will not be
enjoyed or
accomplished if
you are tired,
worn down,
cranky or sick.



Stretch yourself.



The answer
is not
always
clear.

Sometimes
you have to
look for it.



Link Positive Results back to prior actions



Learn Something New.



Teach Others

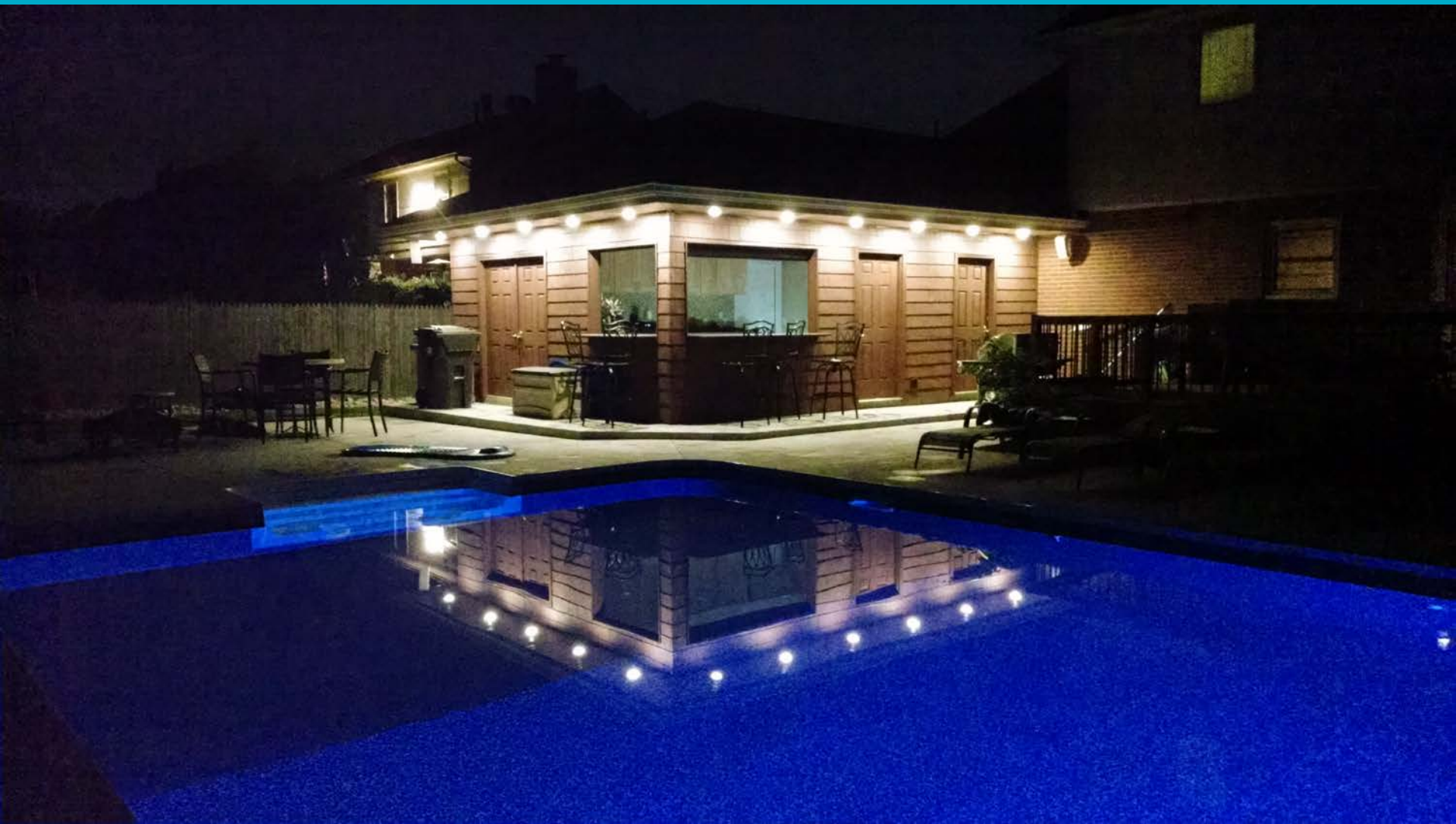






**Sometim
es, you
need to
tear
down the
old...**

To get to the new.



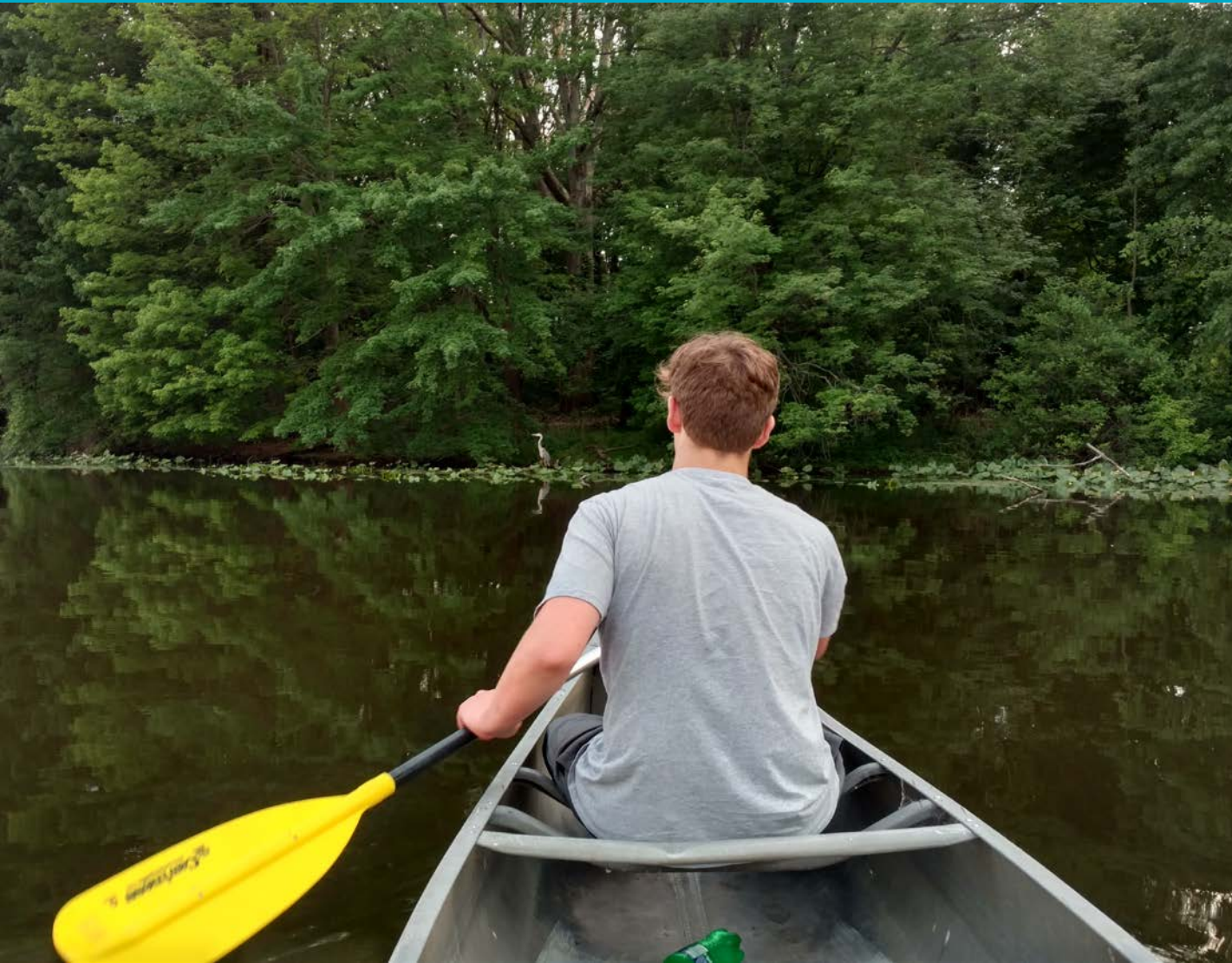
Be Flexible!



**Watch out
for
whatever
is lurking
in the
dark
corners**



**Don't keep looking back; you'll miss
what's in front of you.**



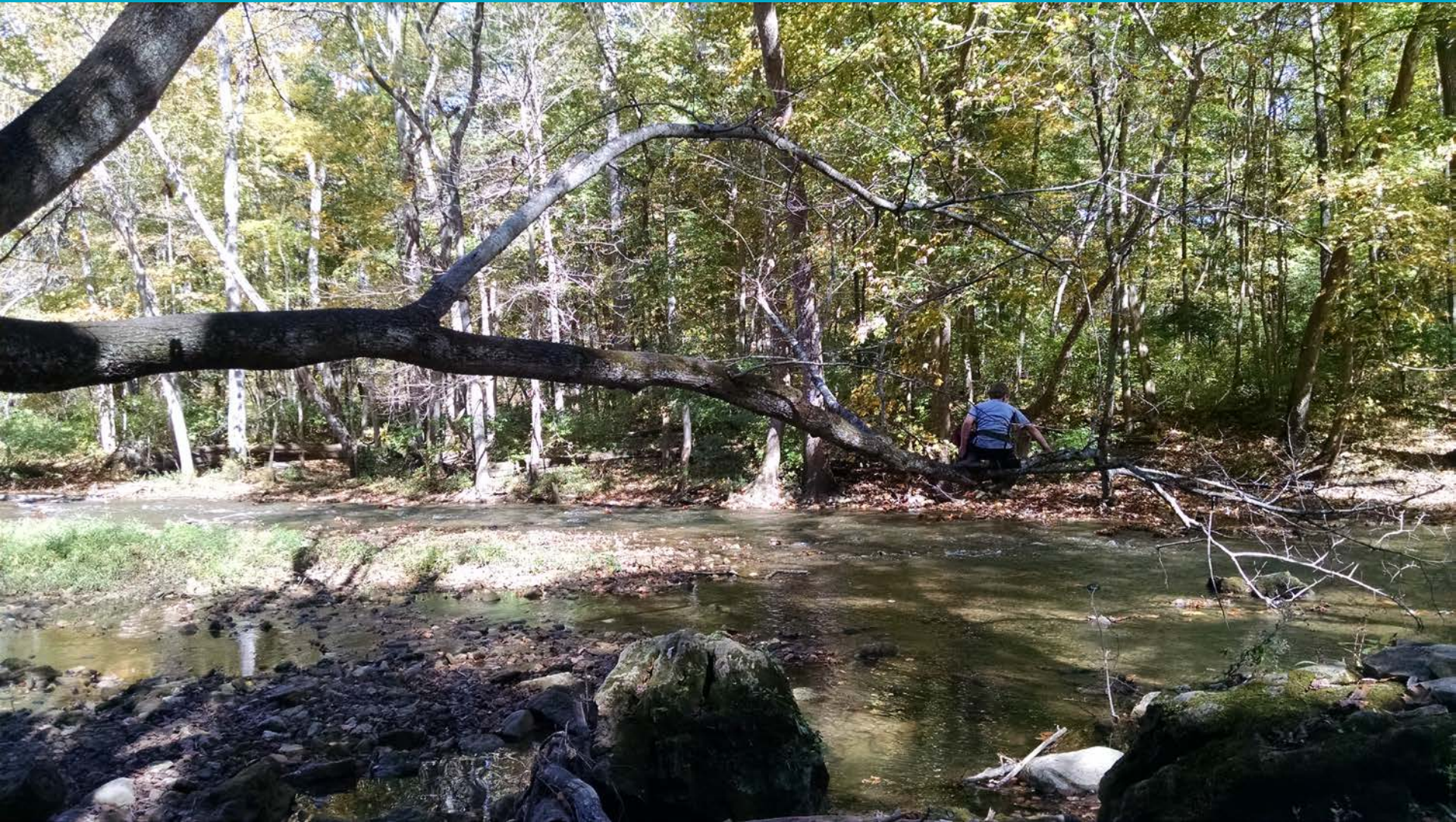
There will be storms



Calm Seas Don't Make Strong Sailors



**Sometimes, you need to go out
on a limb.**





Be a Fountain

Just Keep Swimming



**Sometimes you have to make
do with the tools you have.**



JUL 4 2009

Use Your Strengths



Not all fire-breathing dragons are mean!



People give to Winners, not whiners.

-- Kevin Titus



If you're a glutton for punishment

Grants Management in a Department/Division

T402 Tuesday 3:15 – 4:30

Research Funding from Everything Except Grants. AKA Diversifying your Portfolio

W204 Wednesday 10:45 – 12:00

Thank you. Seriously, Thank you!

- Please be sure to complete survey that will be emailed from SRA.
- Contact info:



**Now, go jump in
with both feet!**

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