Developing Successful Leaders for the Future

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Content

- *We will share how strong a department can be when leaders are grown within*
- *Training techniques and mentorship programs to help employees succeed and grow*
- *Creating a personalized career ladder*
- *Identification and development of leaders by recognizing individuals with leadership qualities*
- *Providing the necessary skills and tools to be strong and successful leaders*
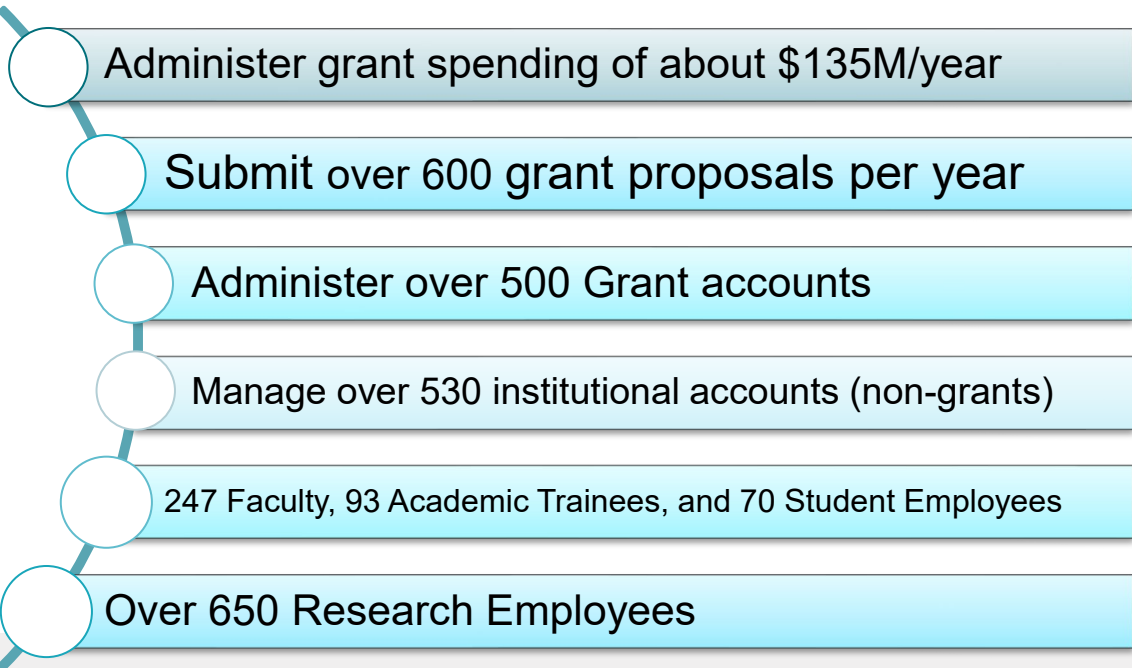
University of Pittsburgh – Department of Psychiatry

Top Ranked Department of Psychiatry since the mid 1980's
$112M received in funding from NIH in FY24 with 40% success rate
21% of the University of Pittsburgh total funding
The University of Pittsburgh was ranked 8th in the country

Office of Grants and Contracts

The OGC operates as a central office proxy designed to offset the impact of a high-volume submission and active grants management portfolio

- Administer grant spending of about $135M/year
- Submit over 600 grant proposals per year
- Administer over 500 Grant accounts
- Manage over 530 institutional accounts (non-grants)
- 247 Faculty, 93 Academic Trainees, and 70 Student Employees
- Over 650 Research Employees

OGC Teams

| Pre-Award Team	Post-Award Team	Fiscal Team	Personnel Team	Data Team
• Oversees the submission of research grants, contracts, and training proposals	• Provides fiscal management and assures compliance with sponsor regulations	• Manages institutional accounts (non-grant)	• Processes HR actions for UPMC research employees and Pitt trainees	• Develops and maintains extensive research related databases
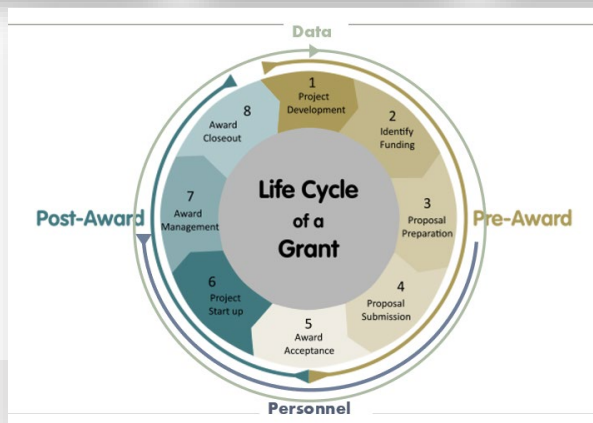
OGC Leadership

In the past 20 years, each team had a max of 3 leadership changes

All our leaders grew within

Personnel in leadership averages 16.5 years of service
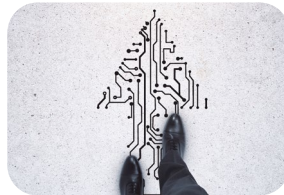
Leadership notion is present early in the staff career

Identifying Leaders

Natural Skills
- Listening
- Strives for excellence
- Empathy
- Commitment
- Charisma
- Confidence
- Excellent communication skills
- Inspire others
- Integrity
- Hard Work
- Discipline
- Ownership

Who wants to be a leader
- Open Communication
- Identify Strengths and Weaknesses
- Leadership Skills
- Individual Goals
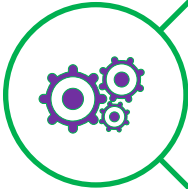- Organization Goals
- Level of comfort

Pay attention
- Challenges
- Provide leadership experiences
- Interaction with others
- Decision Making
- Changes
- Adaptability
- Create Environment of working together

Opportunities to grow
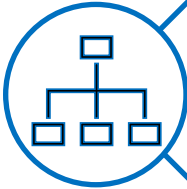
Building a Career Ladder and introducing leadership at the Grants Specialist II level

Make process improvement and innovation a priority

- Part of committees / lead projects
- Welcome new ideas / different ways

CRA

Provide tools

Training – knowledge, skills, experience

- Outside training
- Peer to Peer
- Cross-Training

Mentorship

- Formal (assigned mentor) or Informal (finding your own mentor)
- Buddy System
- Examples: CRA, public speaking

Develop Communication Skills

Exercise Critical Thinking

Continuous Learning

Provide feedback

SRA INTERNATIONAL

Retention

Celebrate Success	Regular check-ins
Two-way communication	Lead by Example

Provide Support

Thank you