

Gender Equity Project Sponsorship Program
Spring 2004 Workshop # 4

Leadership and Social Networks
March 31, 2004

Agenda

- 1:05 – 1:10 pm** **Program Administration**
Did You Know?
- 1:10 – 2:55 pm** **Leadership and social networks**
- 1:10 – 1:45** Presentation *V. Valian and V. Rabinowitz*
- 1:45 – 2:05** Activity 1: Break into groups of 3
 Discuss the problem outlined in the Topic Discussion and Activities handout. Consider both the problem itself, and the most effective solutions to the problem. Do you need allies to get what you want? If so, who are the best allies to help reach a solution that you find desirable (fellow faculty, department chair, dean, etc.)? How can you convince these individuals to help you get what you want or need? What can you offer them in return for their assistance? Does the problem present an opportunity to create a new social network or strengthen an existing one? (Think of a social network here simply as a group of allies who can help you achieve a specific goal.) Will employing the assistance of a network help you get what you want or need? What specific assistance can a network offer? How can a network help you achieve your goal? Report back to the entire workshop on how you decided to address the problem, whether or not you decided to use a network, and if so how you expect the network to be helpful.
- 2:05 – 2:50** Report back to the main group: Lessons learned from Activity 1
- We skipped Activity 2 in order to devote more time to the Presentation and Activity 1
- 2:05 – 2:50** Activity 2: Break into groups of 3
 Being recognized as a leader can be a valuable tool for career advancement and self-promotion. However, leadership can be hard to define, making it difficult to determine how one goes about exerting leadership and being perceived as a leader. Discuss the characteristics that you think define a leader (Carli & Eagly, 1999 will be helpful here) and fill out the “What makes a leader?” chart. Try to include both characteristics that are typically thought of as innate (e.g., outgoing, charismatic, confident), and skills that can be considered learned (e.g., organized, persuasive, focused). Why do you think these are the qualities of a leader? How do these qualities contribute to leadership ability? Why are these qualities useful to leaders? Report your answers back to the entire workshop. We will discuss each group’s list and some ideas about how to develop leadership potential. We will also discuss how to build and improve one’s own leadership skills.
- Report back to the main group: Lessons learned from Activity 2
- 2:50 – 2:55** Workshop Evaluation: *Complete part I before leaving*