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**A RESEARCH-INTENSIVE
AFRICAN UNIVERSITY**
WITH LOCAL REACH & GLOBAL IMPACT



COVENANT
UNIVERSITY





COVENANT UNIVERSITY

Training Programme for Academic Leaders & Directors

2020/2021 Academic Session

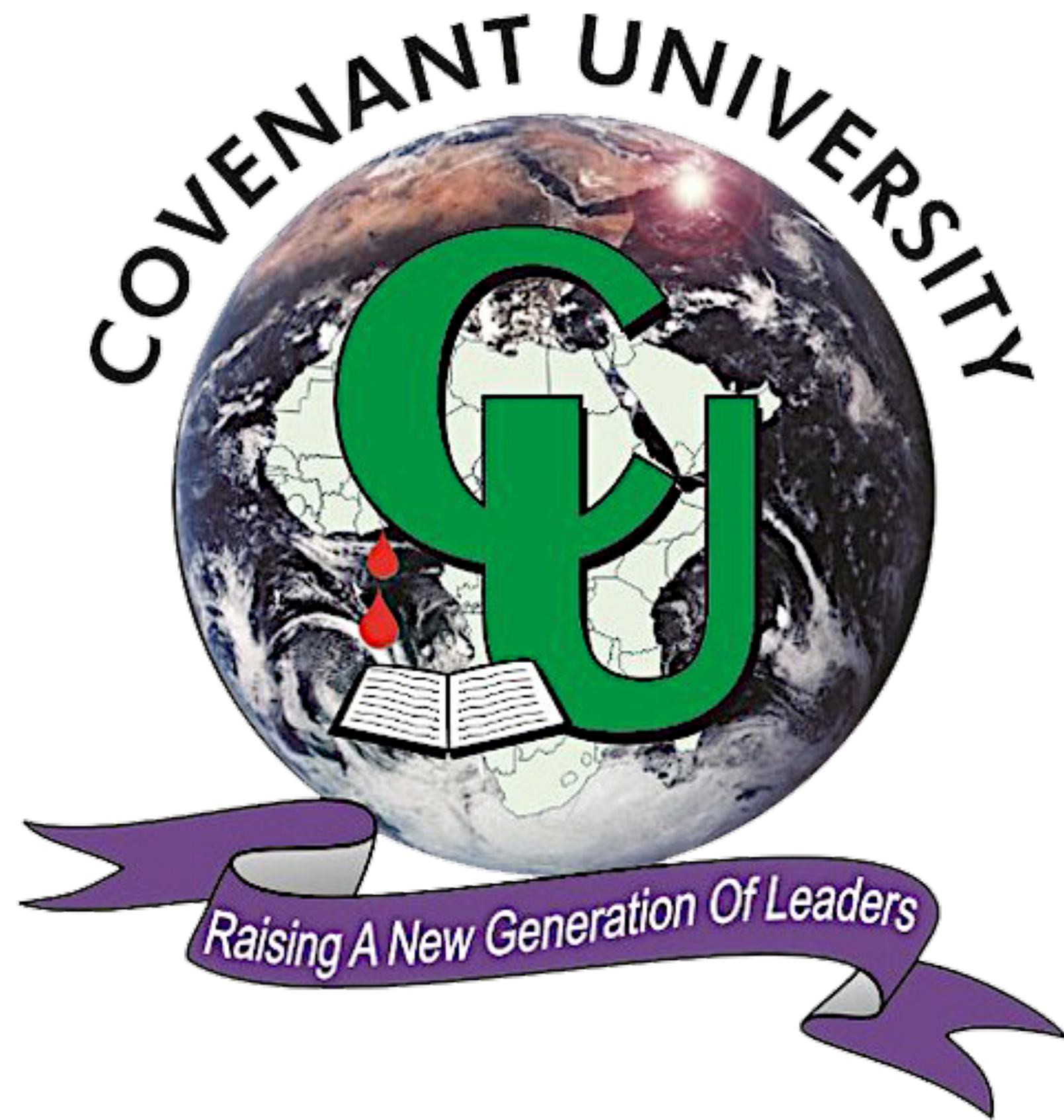
CARE Leadership: Balancing Research & Administrative Responsibilities of Academic Leaders



By
Atayero



The Covenant Vision



*To be a **leading** World-class
Christian Mission University
committed to **raising a new
generation of leaders** in all fields
of Human endeavor.*

AGENDA

◆ WHO IS A LEADER?

◆ *Academic/C.A.R.E. LEADERSHIP*

◆ TRAITS OF A C.A.R.E. LEADER



◆ NECESSARY SKILLS FOR EFFECTIVE *C.A.R.E.* LEADERSHIP

◆ COVENANT *C.A.R.E.* LEADERSHIP

WHO IS A LEADER?

A VISIONARY

- Without a vision the people run amok.
- Genesis 11:6
- Hab. 2:2



KJV Gen 11:6-21 ▾

6 And the LORD said, Behold, the people *is* one, and they have all one language; and this they begin to do: and now nothing will be restrained from them, which they have imagined to do.

INFLUENCER

Leadership is all about influencing a group of people towards achieving a common goal.

- Vision 10:2022

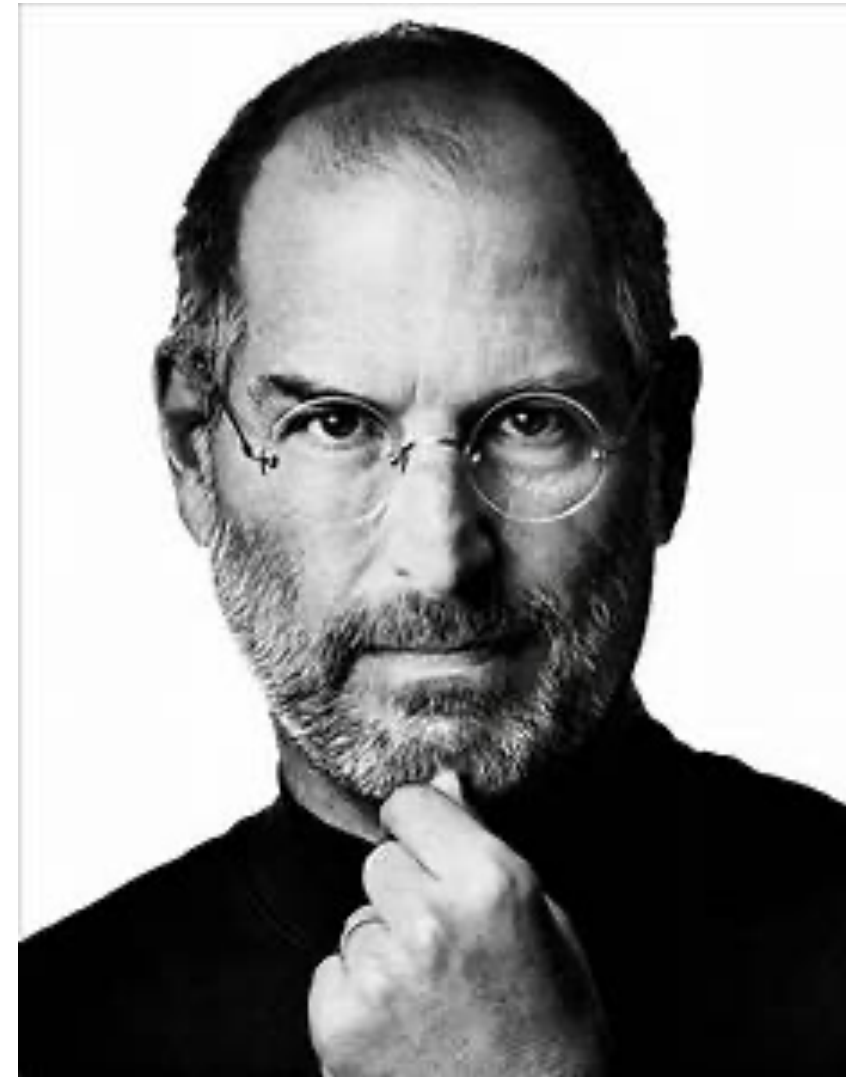
KJV Hab 2:2-10 ▾

2 And the LORD answered me, and said, Write the vision, and make *it* plain upon tables, that he may run that readeth it.

WHO IS A LEADER?

INSPIRER

Ability to bring forth the innate talents and capabilities of the followers.



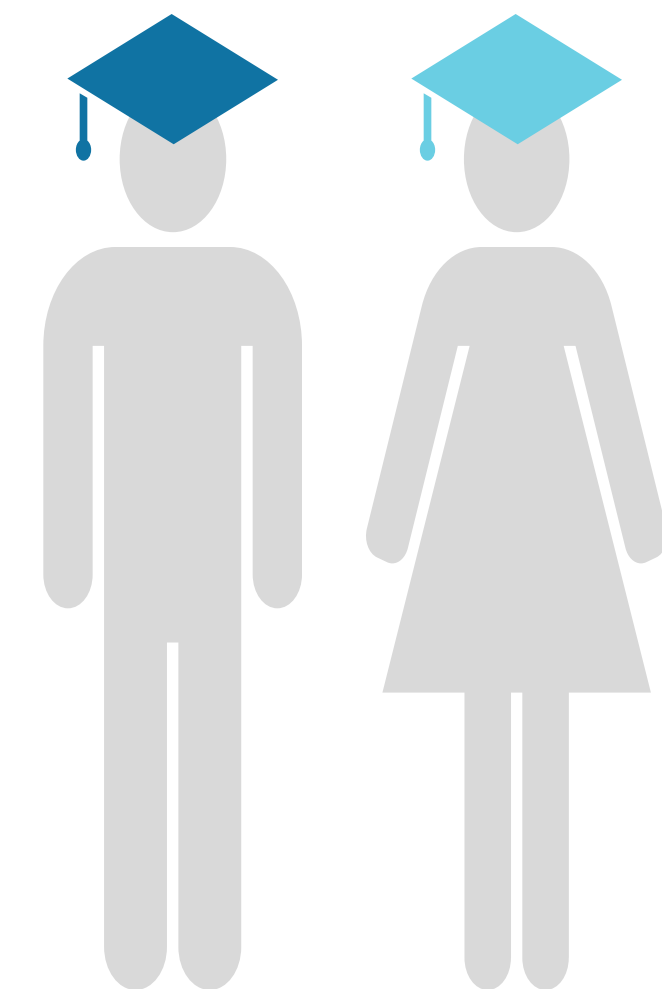
“**Management** is about **persuading** people to do things they do not want to do, while
Leadership is about inspiring people to do things, they never thought they could.”

WHAT IS ACADEMIC LEADERSHIP?

Academic leadership is the name given to **leadership** in an **academic** setting or organization as a special subdivision of overall **leadership**.



Academic leadership is **leadership** that includes such roles as creating vision and mission based on science and research data for the organization, setting up creative ideas and providing **teamwork**.



What is **C.A.R.E.** Leadership?

C.A.R.E. leadership is all about engaging *Emotional Intelligence* effectively in ones role as a Leader.

It is leadership that seeks to achieve organizational vision, mission and goals by being sensitive to the emotional wellbeing of the followers.

What is **C.A.R.E.** Leadership?

Care actively

- *Go the extra mile to demonstrate to the followers that you care about what concerns them.*

Act naturally

- *Be your natural self in caring, fake emotions will be counter productive as they are easily discerned.*

Relate sincerely

- *Create sincere relationships with your followers.*

Empathize genuinely

- *Try stepping into the shoes of your followers.*
- *Feel what they feel.*



What is *C.A.R.E.* Leadership?

Convivial

Appreciative

Relational

Exemplary



What is **C.A.R.E.** Leadership?

Convivial

Appreciative

Relational

Exemplary

grateful, thankful, sensitive,
beholden, obliged, indebted,
supportive, admiring,
responsive, approving



What is **C.A.R.E.** Leadership?

Convivial
Appreciative
Relational
Exemplary



What is **C.A.R.E.** Leadership?

Convivial
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Traits of a C.A.R.E. Leader

The Five Es

01

Emotional
Intelligence

02

Erudition

03

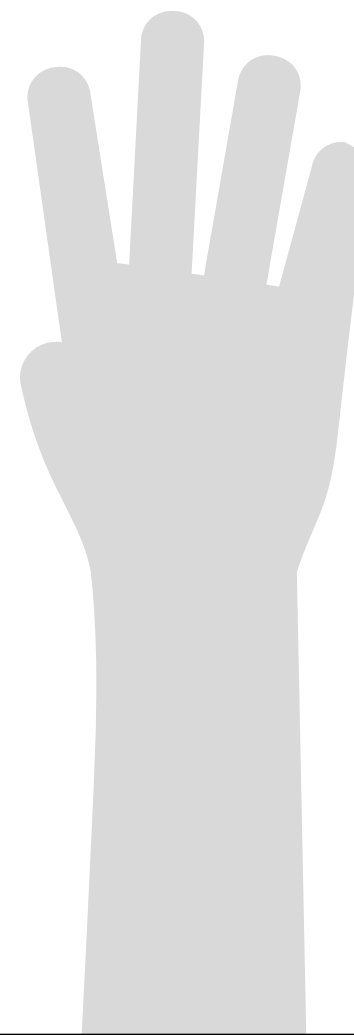
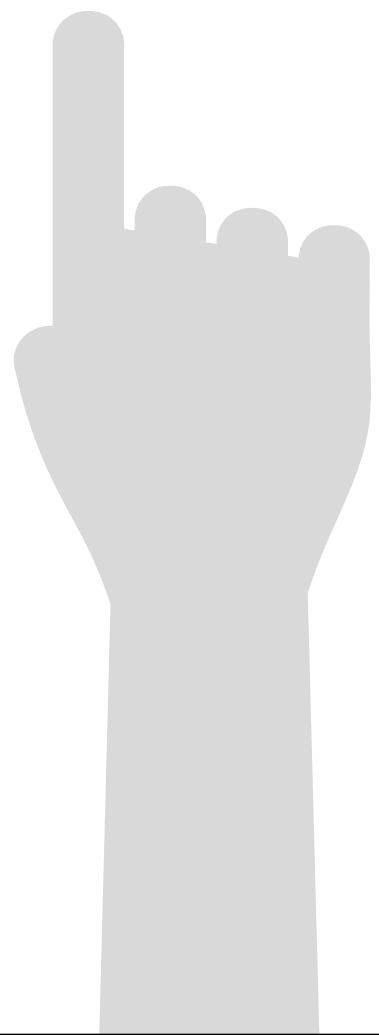
Empathy

04

Expertise

05

Enthusiasm



Necessary Skills for Effective *C.A.R.E.* Leadership

COMMUNICATION

- Do it relentlessly
- Simplify and be direct
- Listen and encourage input
- Illustrate through stories
- Affirm with actions



Necessary Skills for Effective *C.A.R.E.* Leadership



INTEGRITY

“Integrity is doing the right thing,
even when no one is watching.”

--- C.S. Lewis

Necessary Skills for Effective *C.A.R.E.* Leadership

ACCOUNTABILITY

"A good leader takes little **more** than his share of the **blame** and little **less** than his share of the **credit**."

--- Arnold Glasow



Necessary Skills for Effective *C.A.R.E.* Leadership



HUMILITY

"Pride makes us artificial and
humility makes us real."

--- Thomas Merton

Necessary Skills for Effective *C.A.R.E.* Leadership

RESILIENCE

- If Life throws lemon at you, make Lemonade
- Focus on solutions and problems will dissipate
- If you fall six times, pick something up on the seventh rising.

Necessary Skills for Effective *C.A.R.E.* Leadership

INFLUENCE

- Clearly state what you want
- ***Make others feel important***
- Be vulnerable and charismatic

Necessary Skills for Effective C.A.R.E. Leadership

DELEGATE

It is a Divine attribute (Genesis 2:15)

Urgent and important – *Don't*

Non-urgent and important - *May*

Urgent and non-important - *Should*

Non-urgent and non-important - *Must*



Covenant C.A.R.E. Leadership

AN EMBODIMENT OF THE COVENANT CORE VALUES



Conclusion

C.A.R.E. *Leadership is Rare Leadership*

It is rarely found in the corporate world

C.A.R.E. *Leadership is the Greatest kind of Leadership*

1 Corinthians 13:13

*And now abides faith, hope, charity, these three;
but **the greatest of these is charity.***

C.A.R.E. *Leadership never fails*

*1 Corinthians 13:8 **Charity never fails:***

*but whether there be prophecies, they shall fail;
whether there be tongues, they shall cease;
whether there be knowledge, it shall vanish away.*

Conclusion

C.A.R.E. Leadership –
a veritable approach for Balancing the
Research & Administrative Responsibilities
of Academic Leaders

Thank You for Listening



