

Workshop #1: Culturally-Centered Perspectives of Leadership: How to Effectively Integrate your Value System in Professional Development

Introductions [10]

Latina/o culturally relevant leadership concepts can be a foundation for connecting who we are as people to how we lead and requires ongoing examination of who we are as people. Be committed to continually working on yourself to grow and learn.

21st Century Leadership Concepts - Summarized by Dr. Rita Cepeda [10]

- Authenticity - Integrity
- Servant Leadership
- Emotional Intelligence
- Spiritual Leadership
- Community Oriented/Collective

Departure from old theories rooted in scientific management era, Newtonian science and industrial revolution:

- Conceives of the universe as a machine - working parts that are predictable and can be explained.
- Organizations are mechanistic/machines that can be controlled with levers by the mighty leader.



Draw upon your assets, prior experiences and life in shaping your leadership style and development [25]

- Stories from the field;
- Applying leadership concepts to real-life.

Practical steps for consideration [5]

- Develop support systems and convene talking circles outside of your immediate work circle. Reach out and initiate leadership discussions. Leaders are often lonely and lack support;
- Reach out and visit colleagues in similar roles at other institutions for best-practice visits;
- Seek out mentors and mentor 1-2 students/rising professionals - mentors benefit greatly from mentor/mentee relationships. Develop leaders around you.
- Build bridges between who you are as a person and who you are as a leader at work and other settings.
- Cross boundaries and engage broadly on social justice issues;
- Follow your heart and don't be afraid to consult your spiritual sense as a leader.

Lo cortés no quita lo valiente Spanish Proverb...take the higher road,  
“when they go low we go high” First Lady Michelle Obama