



Young Professionals in Leadership Positions

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Resume– Through the Ranks

May 2007 – Bethany College Graduate – Economics
May 2008 – Hired as Admission Counselor at Bethany College
May 2009 – Promoted to Associate Director of Enrollment at Bethany College
December 2009 – Dark Side– Assistant Director of Enrollment and Financial Aid at Bethany College
August 2010 – Hired as Associate Director of Financial Aid at West Virginia State University
August 2011 – Director of Financial Aid at West Liberty University

Resume – WVASFAA

- October 2010 – Attended first WVASFAA Conference
- October 2012 – Program Site Committee Member for Spring 2013
- April 2013 – MASFAA Oktoberfest Committee Member for Fall 2014
- October 2014 – Conference Program Committee Member for Spring 2015
- April 2014 – Conference Program Committee Chair for Fall 2015
- April 2014 – Conference Site Committee Chair for Spring 2015
- April 2014 – WVASFAA President-Elect for 2015-2016



Current WLU Campus Committees

- Campus Compact
- Classified Staff Council – Chair
- Communications Committee
- Enrollment Planning Committee
- Focus 2020 Strategic Planning
- Graduate Support Personnel Committee
- Institutional Scholarships Review Committee
- President’s Council
- President Search Committee
- Residence Life Review Board
- Students Services Committee
- Website Committee



Leadership

“Effective leaders are people who will take you to a place that you would not have gone on your own...”



Five Levels of Leadership

1. Position
2. Permission
3. Production
4. People Development
5. Pinnacle



Level 1 – Position

- Demonstrated ability to lead
- Authority is given, but is it trusted yet?
- Potential to grow as a leader
- Provides a platform to define leadership style



Level 2 - Permission

- When given, leadership becomes more enjoyable
- Creates a culture of increased energy
- Allows opportunity for communication
- Focuses on the value of people
- Starts the beginning of trust



Level 3 - Production

- Gives creditability to the leader
- Models and sets the standard for others
- Connects people with the vision of the organization
- Solves a multitude of problems
- Creates momentum
- Becomes the foundation for team building



Level 4 – People Development

- Sets a leader apart from others
- Assures growth can be accomplished
- Empowers others to fulfill their leadership abilities
- Allows leaders to lead better
- Creates great personal fulfillment



Level 5 – Pinnacle

- Creates a top-tier team or organization
- Forms a legacy
- Provides opportunities for additional platforms of leading



“If you’re leading but no one is following, then you are only taking a walk.”

John Maxwell

LEADER

- Builds Trust
- Coaches
- Motivates
- Selects Talent
- A Relationship

MANAGER

- Facilitates
- Evaluates
- Budgets
- Plans
- A Function

Multigenerational Challenge

“Managing multigenerational workforces is an art in itself. Young workers want to make a quick impact, the middle generation needs to believe in the mission, and older employees don’t like ambivalence. Your move.”

Source: Harvard Business School “Working Knowledge” Newsletter - April 17, 2006! “Can you manage different generations?”

Generation Types

- Traditionalist– Before 1964
- Baby Boomers – 1946-1964
- Generation X – Late 1960’s – Late 1970’s
- Millennials – 1980’s – 1990’s

Traditionalists -Before 1964

Characteristics	Values	Work Styles
Disciplined	Believe in conformity, authority and rules	Seek consistency and uniformity
Disliked conflict	Logic	Past-oriented
Detailed Oriented	Defined sense of right and wrong	Prefer organizational structure
View history as a way to plan for the future	Loyalty and respect for authority	Like command-and-control leadership



Baby Boomers - 1946-1964

Characteristics	Values	Working Styles
Adaptive	Individual choice	Confidence in tasks
Goal-oriented	Community involvement	Emphasize in team-building
Focuses on individual choices and freedom	Ownership	Avoid conflict
Adaptive to a diverse workplace	Prosperity	Seek collaborative, group decision making
Positive Attitudes	Health and Wellness	



Generation X – Late 1960's – Late 1970's

Characteristics	Values	Work Styles
Adaptability	Contribution	Productivity
Independence	Feedback and Recognition	Work/Life Balance
Self-Reliant	Autonomy	Technologically competent
Family oriented	Time with manager	Ethnic diversity
		Free agents



Millennials - 1980's – 1990's

Characteristics	Values	Work Style
Craves change and challenges	Self-expression vs. self-control	Likes to know the big picture perspective
Creative	Marketing and branding	Flexibility (work/dress)
Exceptionally resilient	Acceptance of violence	Views work as self-expression
Committed and loyal	Lifestyle enjoyment	Feeling of entitlement
Accepts diverse backgrounds easily	Earning respect	Instant gratification



Engaging Generations

- Work for **Personal Fulfillment** and satisfaction
- Highest indicator of satisfaction is to feel **valued** on the job
- 70% of all employees want an environment where they are **recognized and appreciated**
- Career development** is a priority
- Flexibility** is important



Successfully Managing Across Generations

- Discuss expectations and ask people about their needs and preferences
- Offer options that suit their needs and preferences
- Personalize your style and be flexible
- Build on strengths of a diverse team
- Pursue different perspectives



Barriers, Challenges and Solutions

- Communication
- Policy and Procedure Changes
- Respect and Trust
- What else?

Top Ten Truths...

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|---|---|
| 1. All generations have similar values | 6. No one really likes change |
| 2. Everyone wants respect | 7. Loyalty depends on context |
| 3. Trust matters | 8. Retention is about doing the right things, not age |
| 4. Everyone wants credible, trustworthy leaders | 9. Everyone wants to learn |
| 5. Office politics is an issue | 10. Almost everyone wants a coach |

Ten Easy Ways to Boost Morale

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| 1. Put the team's needs first | 6. Collaborate |
| 2. Show the team's impact on the bottom line | 7. Involve the team in goal-setting |
| 3. Relate to people – not tasks | 7. Give feedback as soon as possible |
| 4. Acknowledge and address frustration | 8. Share the spotlight |
| 5. Seek input – from all team members | 9. Recognize the team...and let the team recognize individuals |

Six Steps to Leadership for Young Professionals

1. Do Good Work
2. Get a Mentor
3. Take on an Initiative or Side Project
4. Speak or Write about your Work
5. Stay Above the Fray
6. Ask for Advancement

Katie's Quick Tips

- Say YES!... and sometimes No.
- Be Open to Change
- Don't be scared of failure!
- Trust yourself
- SAR
- Self Reflection
- Actions
- Relationships

Questions or Comments?

THANK YOU!
