

Being a Good Leader/Manager



KAPPA SIGMA FRATERNITY

FELLOWSHIP • LEADERSHIP • SCHOLARSHIP • SERVICE



Our Vision

Gamma-Rho's vision is to provide our members with a great college experience; to ensure they are career-ready; to start a lifetime of friendships; and help them have successful lives.

- We will be a values-driven organization.
- We will be innovative and not afraid to lead.
- We will adapt as it makes sense and will collaborate with our campus & community stakeholders.
- We will focus on creating a fun and healthy environment.
- We will provide a quality living-learning environment.
- We will recruit those focused on academics, campus & chapter involvement, career-readiness, diversity & inclusion, leadership development, service and respect for differences, as well as those with a competitive spirit.
- We will on-board our members successfully, ensure our members are career-ready, and help them develop a lifetime affinity to Gamma-Rho, Kappa Sigma and the University of Arizona.

Be Clear

- Everyone should know what success looks like.
- How does each role contribute to it?
- Know your target and help your team get to work.

Be Ethical

- Know your guiding principles.
- Leaders must define them, articulate them, and uphold them.
- If leaders act contrary to principles, you undermine them.
- Give your members/employees a compass.

Be Forgiving

- Honest mistakes happen.
- Once is a lesson; twice is laziness or inattention.
- Dishonest behavior should be treated harshly.

Be Rational

- Explain your decisions, especially when people don't agree with them.
- Irrational leaders undermine trust.
- If you can't articulate your decisions, why should anyone follow them?

Be Open

- Assume there is always a better idea, and it could come from anyone.
- People will feel heard and want to contribute more.
- This will naturally improve the quality of ideas around you.
- And you will notice more of them.

Be Transparent

- Transparency unites.

Be Trusting

- Give people the benefit of the doubt.
- Practice separating facts from the narrative.

Be Flawed

- When you make mistakes, own it in front of everyone.
- This builds trust and fosters honesty.
- Blame first cultures are poisonous.

Be Brave

- Some people are born with self-confidence.
- The rest show up and do the best they can.
- Fake it until you make it.

Be Curious

- Follow your energy.
- It's hard to be great at something you're not crazy about.
- Do more of what you are great at.
- Delegate the other stuff to people better suited for it.

Be Real

- Robots are for assembly lines.
- We do better when connected to others.
- If people can't get to know you, they will have no reason to care about you.
- Be human and find common ground.

Reward Outcomes

- It's easy to be busy getting nothing done.
- The best people find a way.
- The rest react or wait to be told what to do.
- Focus on results to inspire action.

Thoughts from Brian Bourque and Matt Noble



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