

# HOW IS LEADERSHIP RATED AT UHCL?

STAFF  
DEVELOPMENT

PLANNING

BUSINESS  
PRACTICES

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### STAFF DEVELOPMENT

- Consider how well this supervisor promotes the personal and professional growth of staff.
- Consider how well responsibility and authority are delegated to promote productivity.

### PLANNING & IMPLEMENTATION

- Consider the supervisor's ability to plan, utilize resources (e.g., time, money, facilities, materials, equipment, or employees' skills) and accomplish objectives.

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### BUSINESS PRACTICES

- Consider the supervisor's demonstrated commitment to internal controls including support of sound financial conditions of the administrative unit, overall good business practice, and segregation of duties.



**WHY**

Why should others follow you? What is your mission? (Or possibly your department’s mission?) The answers to these questions will be what inspire others and motivate them to stick by you in good times and bad. This is *motivation*. The why is the hardest part to identify and especially to communicate. Leaders master the “WHY.”

**WHAT**

What do we do? What do we make? Are we here to serve students? Other employees? Good Supervisors have the “WHAT” down pat.

**HOW**

“HOW” is sometimes the easiest to leave by the wayside, mainly because it is always in flux. Technologies, changing customer demands, and legal environments all change our “HOW” on a regular basis. Great supervisors have a way to keep up with the “HOW.”

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