



Management and Academic Leadership

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Topics

Definitions and outlining the area of interest
Management
Academic leadership
Future challenges



management

The organization and coordination of the activities in order to achieve defined objectives.

academic leadership

Individuals capable of devising and delivering novel forms of academic enquiry or engagement to enhance our contribution to society

evolving roles of universities

need to revisit our definitions of academic leaders



Comparison of PAST and FUTURE

What changes occurred in HE?

How much university is different today than it was 20 years ago?

What can we expect from universities tomorrow?

Did role of universities in teaching vs. research change?

Can the same type of people be our leaders as 20 years ago?

How to prepare them for the positions? When to prepare them?



Some of the features of good leaders:

- vision and imagination
- capability of addressing significant questions, not apparent to everyone
- capable to provide new answers to issues that frustrate others
- be a leading performers
- be able of maintaining and improving diverse academic environments
- to appreciate and cultivate intellectual leaders across the fields and institutions
- openmindness and readiness to work across disciplines

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Good management and academic leadership

must know

how to balance local, regional-national and global



Are there different kinds of leadership?

YES

academic leadership

collegial (primus inter pares)

time limited

resourceful scholar

challenges: challenges of a limited positions, administrative performance, the relevance of administrative positions for career



How to develop academic leadership and management?

special trainings

short term training, workshops, full range of degrees (in particular HE middle management)



some topics to be covered:

training:

listening, asking questions, knowing how to coach, delegating efficiently, conflict management, team work, monitoring, developing the deliverer - to be productive, to manage stress, communicational skills and persuasive communication, negotiation, deliverer of changes, managing change



What do you identify as most relevant for you and your institution?

What kind of support would you need?

What do you see as your personal advantages for the role of academic leaders or HRE manager?

How would you define your list of priorities?



Thank you

