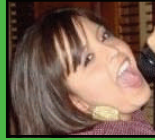


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Newsletter

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Leadership
Chair

SPRINGTIME IS FOR RENEWAL



Life, just like seasons, has a rhythm. As a leader, one must know what is the rhythm of our professional and personal life to adapt and be successful.

The Sacrifice Syndrome happens when you slip into a vicious cycle of power, stress, sacrifice, dissonance,

and more stress (Boyatzis & McKee, 2005). Many times, leaders try to remedy these stresses through rest and relaxation, but one needs more. Leaders need renewal to sustain ourselves. The effect of chronic power stress do not allow the mind, body or heart to flourish (Boyatzis & McKee, 2005).

When we engage in personal renewal, we are better equipped to deal with the challenges and sacrifices inherent in leadership.

According to Boyatzis & McKee, renewal arouses our limbic brain, stimulating our nervous system, and producing certain hormones that lower our blood pressure and strengthens our immune system (Boyatzis & McKee, 2005). The person then feels elated, happy, optimistic, positive, or amused. Once in this emotional state, a person is more likely to perceive events as positive rather than negative or threatening, further enhancing the condition that we call *renewal*.

FEATURE OF THE MONTH: AMANDA

Amanda Maxwell, sophomore Journalism major and our newest member of the team, has shown dedication and enthusiasm to the STARS program.



In an interview, I asked Amanda about leadership, and this is her response "Leadership is being able to think independently and on your feet. It is being respected and respectable. I knew I was a leader when I discovered that I had self-motivation to succeed and many others around me did not have that. I wanted to get involved and do things to better myself now and for my fu-

ture.

If there is a quote you would live by, what would it be? and Why?

Fabulousness is a state of mind--Jackie Kennedy. I really look up to her and think she was a wonderful woman. She was courageous, brilliant, funny, classy, and drop dead gorgeous. I also believe that anything you are or want to be is a state of mind. If you believe you can be something or do something, you will find a way.

Tell us one way you keep your own leadership in shape.

I keep my leadership in shape by continuing to lead. The best way to learn anything, including leadership, is to put yourself out there and do it. By leading others I face challenges that I would have never faced by reading books or going to seminars. I learn how my own leadership strategies, and solutions to problems by being in the situation.

... a Time for Renewal

Continuing this renewal stage, a positive cycle sets in: being in renewal feeds the experience of hope, compassion, and mindful attention to self and others while it counters the detrimental effect of stress.

To renew ourselves, we need to remain hopeful even in the midst of real difficulties. We need to truly care about people we are leading and we need to experience compassion— both directed toward other people *and* coming from people to us. We need to attend to ourselves and to others in mind, body, heart, and spirit (Boyatzis & McKee, 2005).

In order to make the first leap to change, we need to see

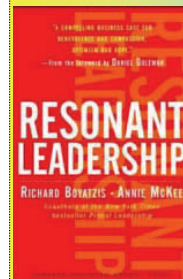
the signs or the “wake-up call.” The wake-up calls and change can be traced to a cycle. We each seem to have a rhythm in our lives. For many of us, cycles of personal transformation occur over periods of about seven years (Boyatzis & McKee, 2005).

Whether it be boredom at work, feeling stuck in a situation or even being caught in a spiritual blackout, as we become aware of this feeling, we often feel shocked, as if we have slept our life away.

In order to wake up and do something to counter the numbing effects of the Sacrifice Syndrome, we have to *become aware that we are not aware.* This require conscious action

and, for most people, intentional change.

Therefore, sustainable, effective leadership occurs only when the experiences of the sacrifice and stress of leadership are interchanged with those of renewal. While resonance will lead to effective leadership, unless a leader moves in and out of renewal, he or she will not be able to sustain it (Boyatzis & McKee, 2005).



Boyatzis, R. and McKee, A. (2005). Resonant Leadership. Boston, Harvard Business School Press.

Semester Highlights

Black History Month

Brown Bag Luncheon Series

Swahili Language: Linking the Diaspora to Africa

Presented by Loise Wambuguh

A recent surge in Swahili Language programs in American universities has provided African American students the opportunity to reconnect with their African Roots.

- ◆ There are more than 800 languages in Africa
- ◆ Swahili is 7th widest spoken language
- ◆ 100 universities in US teach Swahili

Moderated by Denise Gilmore

Hiring Recruitment

Thank you: “STARS, thank you so much for all of the help and input you provided during hiring recruitment. I would not have been able to survive that week without your support! It was a gratifying experience to work alongside you all while also determining the direction of the future of ARS. Thanks again.” Ashley Smith

The new STARS will be announced soon.

Upcoming Events

Academic Retention Services

Salute To Excellence

Graduating Seniors Recognition Celebration

April 24, 2008

4:00 p.m. — 6:00 p.m.

Conservation Auditorium

STOP DAY

Carnival

May 9th, 2008: 1:00pm - 4:00pm

Lowry Mall

Be ready to have FUN and enjoy the free food, music, games, and more!!!

Leadership Tips for Success

During the academic year, the STAR ambassadors and coordinator provided information on various leadership topics. Below are excerpts from the leadership presentations:

7 Habits of Highly Effective People

Author: Stephen Covey

1. Be Proactive
2. Begin with the end in mind
3. Put first things first
4. Think Win/Win
5. Seek first to understand, then to be understood
6. Synergize
7. Sharpen the saw

Covey, S. R. (1989). *The Seven Habits of Highly Effective People*. New York, Simon and Schuster.

Gilmore, D. (Feb. 24, 2008), Annotation: Excerpt from Leadership Training Presentation.

More cooks make a better broth

Author: Valerie Sessa & Jody J. Taylor

- ◆ Choose the selection decision-making committee
- ◆ Prepare for the search
- ◆ Recruit the right candidates
- ◆ Make the match
- ◆ Use a committee to make the decision

Sessa, V.I. and Taylor, J.J. (2002). Choosing Leaders, More Cooks Make a Better Broth. *Counseling Psychology*, 52(3), 218-225.

Aguayo, D. (Feb. 20, 2008), Annotation: Excerpt from Leadership Training Presentation.

How to Reach the Next Level

Author: Jack Stahl

1. Learn, Observe, & Question your Environment
2. See opportunities
3. Develop Detailed Plan & Organize Necessary Resources for Action
4. Execute a Plan and Focus on the Details
5. Effectively Communicate and Work as Part of the Team
6. Recognize and Develop the Skills of Others

Stahl, J. (2007). *Lessons on Leadership: The 7 fundamental management skills for leaders at all levels*. New York: Kaplan Publishing.

Simmons, A. (Feb. 24, 2008). Annotation: Excerpt from leadership training presentation

Good Team Work

Author: Greg Stewart

- ◆ Communication
- ◆ Collaboration of ideas
- ◆ Personal Attachment
- ◆ More meetings to get ideas across
- ◆ INDIVIDUAL RESPONSIBILITY

Stewart, G.L. (1999). (Annotations by Smith, A.) *Team Work and Group Dynamics*. New York, J. Willey.

Smith, A. (Feb. 13, 2008), Annotation: Excerpt from leadership training presentation.

Tips on How To Present at a Conference

Author: David Kahane

1. **Don't try and say too much!** Keep in mind that it's much better to convey a simple argument clearly and calmly than to try and race through too much, too quickly.
2. **Be realistic about how long it'll take you to say things.** Your listeners will like and admire if you actually finish within the allotted time; they may get very grumpy if you go over.
3. **Rehearse.** Don't let your presentation to your audience be the first time you present out loud. Do it a few times in advance. Get comfortable with it.
4. **Asking and answering questions, participating in discussion.** Ask clear and concise questions, stimulate and encourage discussion.
5. **Follow up!** Provide contact information about yourself for participants who may want more information after the presentation.

Kahane, D. (2006). *Preparing to Present*. Retrieved March 15, 2008, from University of Alberta Web site:

<http://www.uofaweb.ualberta.ca/PHILOSOPHY/nav04.cfm?nav04=15303&nav03=15302&nav02=12361&nav01=12323>

Submitted by David Aguayo