Making the Move into Management

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A.C.E. in the hole

✉️ Attitude

✉️ Capacity

✉️ Emotional Intelligence
Passion to perform
- “Ganas”
- Work with purpose

PMA
- Positive Mental Attitude, confidence
- Focus on the right stuff

Jessica's Daily Affirmation
The Leadership Motivation Assessment

Scoring:
- 14-27 Low motivation
- 28-55 Unsure of motivation
- 56-70 Strong motivation
Power to contain, receive, experience, or produce

Oxford Dictionary
Level 1: Highly Capable Individual

Level 2: Contributing Team Member

Level 3: Competent Manager

Level 4: Effective Manager

Level 5: Great Leader

Jim Collins, *Good to Great*
Level 1: Highly Capable Individual
- High quality contribution
- Useful knowledge
- Solid skills and talent

Level 2: Contributing Team Member
- Uses KSA’s to help team
- “T” person
- Takes on responsibility

Level 3: Competent Manager
- Organizes group
- Achieves goals and objectives
- Plans and takes action
Level 4: Effective Leader
- Galvanizes a large unit
- Achieves a vision
- Communicates 360 style

Level 5: Great Leader
- Leads with passion
- Develops discipline, resiliency
- Finds the right people
- Asks for help, gets a mentor

cheering works!
IQ and EQ
- Cognitive vs non-cognitive

Currency for new economy

Resiliency will define new leader (L5L)

A competency that can be learned
Consciously choosing thoughts, feelings and actions to get optimal results in relationships with self and others.

- Emotional Literacy
- Consequential Thinking
- Empathy
- Realistic Optimism

optimism

• Six Seconds Model
The Myths

 “Getting buy-in won’t be a problem. People love me!”
 “I know what I’m expected to do.”
 I’m a strategy genius—others can do the details.”

The Challenges

 Scrutiny with a chance of Mutiny
 One hit wonder
 40%-50% failure rate
 100 day game plan
<table>
<thead>
<tr>
<th><strong>Downside</strong></th>
<th><strong>Upside</strong></th>
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</thead>
<tbody>
<tr>
<td>You know each other</td>
<td>You know each other</td>
</tr>
<tr>
<td>Don’t have to follow rules</td>
<td>Spread attention more evenly</td>
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<tr>
<td>Favoritism</td>
<td>Innovation</td>
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<tr>
<td>Garner favor</td>
<td>Goldilocks effect</td>
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<tr>
<td>Sour grapes</td>
<td>It’s different</td>
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<td>It’s different</td>
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Mentors

http://csucareers.calstate.edu/Search.aspx

http://thesource.calstate.edu/

Human Resources
Questions/Comments