

Leading from Every Angle: A 360-Degree Leadership Women in Higher Education TIP SHEET

Understanding 360-Degree Leadership

360-Degree Leadership is about influencing and leading at all levels within an organization, whether you are leading up (to your superiors), across (with your peers), or down (to your team or direct reports). This approach empowers leaders to create positive change from any position.

Key Principles

1. **Influence Over Position:** Leadership is about influence, not title. Identify ways you can improve processes, inspire others, and contribute to your organization's goals regardless of your position.
 2. **Continuous Self-Development:** Leaders continually seek growth and learning opportunities. Engage in professional development, seek mentorship, and stay updated on industry trends.
 3. **Empathy and Communication:** Understand diverse perspectives and communicate effectively with colleagues at all levels. Listen actively and foster open dialogue.
-

Leading Up

- **Understand Leadership Goals:** Align your contributions with the organization's objectives and your supervisor's goals.
 - **Offer Solutions, Not Just Problems:** Approach leadership with solutions and innovative ideas when presenting issues.
 - **Communicate Effectively:** Be clear, concise, and respectful in your communication with superiors.
-

Leading Across

- **Build Strong Relationships:** Cultivate trust and collaboration with peers. Encourage teamwork and share knowledge.
 - **Champion Others' Success:** Support and celebrate your peers' achievements, fostering a positive and collaborative environment.
 - **Leverage Peer Strengths:** Recognize and utilize the diverse skills and experiences within your team to address challenges.
-

Leading Down

- **Empower Your Team:** Delegate tasks effectively and encourage autonomy among team members. Provide guidance and support as needed.
 - **Foster Development:** Offer growth opportunities for team members and provide constructive feedback.
 - **Inspire Through Action:** Model the behavior and work ethic you wish to see in your team.
-

Overcoming Challenges

- **Navigating Bias:** Recognize potential biases and address them proactively. Educate yourself and those around you.
 - **Balancing Assertiveness and Empathy:** Find a balance that allows you to be assertive yet empathetic in leadership interactions.
 - **Building Credibility:** Establish yourself as a reliable and competent leader through consistent, high-quality contributions.
-

Actionable Steps

- Identify a personal leadership goal for each area (leading up, across, down).
- Create a personal “Leadership Circle Map” to visualize key relationships and strategies for each group.
- Practice active listening in your daily interactions to enhance understanding and communication.