



# EFFECTIVE LEADERSHIP OF THE RESIDENCE STUDENT LIFE TEAM

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## VISION FOR RESIDENCE LIFE

1. A SAFE COMFORTABLE PLACE TO BE
2. MY NEW HOME
3. A FUN PLACE TO BE
4. A PLACE AND COMMUNITY I INVEST IN

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## RESIDENCE LIFE STAFF

Our most challenging and developmental role

- |                                               |                                                        |
|-----------------------------------------------|--------------------------------------------------------|
| 1. Pastoral care/ Counseling role             | 8. Accepts responsibility for the well-being of others |
| 2. Requires planning skills                   | 9. Serves others to create a great environment         |
| 3. Hospitality- Serving others' interests     | 10. Courage to lead                                    |
| 4. Producer vs. consumer                      | 11. Courage to hold others accountable                 |
| 5. Follow through with administrative details | 12. Motivate, inspire and model self-discipline        |
| 6. Emotional stability                        | 13. Work in a team                                     |
| 7. Discerning and emotionally intelligent     | 14. Learn to create great events                       |

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## APPLICANTS FOR RESIDENCE LIFE STAFF

Who are you going to hire?

- Favor those who have lived in residence
- Handpick your people
- Go with observed actions more than words
- Get a variety of perspectives
- Consider people different than you
- Look for specific skills and abilities for the team
- Consider team chemistry and diversity
- Select those who will be celebrated
- Plan for the **development** of each staff member

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## EXPECTANCY

- Create a sense of expectancy for the position
- “Pass the torch” event Assessment / Anticipation
- Prayer preparation
- Bring your best ideas for planning
- Send cues prior to semester start

Eg. Rez list, Training schedule, Prayer challenges

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## TRAINING

**Teambuilding-** Group shared experiences  
Pray together  
Testify/ share worship

**Need to know-** Handouts/ links  
Guest speakers  
Understanding why  
Repeat for retention

**Creative plans-** Welcome/ Day of arrival  
Orientation week  
Semester calendar



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## Teambuilding

- Participation. Gifts in action
- Communication and icebreaker games
- Problem solving
- Worship, prayer, testimony
- Meals/ social/ funny stories
- Common goals/ tasks
- Scavenger Hunt
- Sports- Volleyball and Soccer
- Hiking
- Day trip



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## Need to Know

- Responsibilities Job description
- Emergency numbers
- Staff help
- Community Agency Help
- Security procedures
- Emergency procedures
- Powers of observation
- Strategic actions
- Coping skills/ Self-care
- Laws rules and understanding why
- Marketing and promotional information



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## Creative Planning



- Brainstorming for input
- Challenge thinking - Look for new ideas!
- Calendar- Commit to a date
- Who is responsible?
- Include others in planning and execution

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## AFTER INITIAL TRAINING WEEKS

- Provide regular staff meeting structure
- Pray together
- Process problems to solve together
- Make mentoring suggestions
- Evaluate results together
- Provide additional training sessions
- Have staff fun together

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## THE POWER OF PATTERNS



- Inspired by what we see and experience.
- Capitalize on this forward momentum!

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## DEVELOPING LEADERS AND ASSESSING EFFECTIVENESS (Preparing for ABHE accreditation visits!)



**Goal: Helping student leaders be more effective.**

### **WORKING PLANS AND OUTCOMES**

#### **Pro-active vs. Reactive Leadership**

- Provide directions and example outlines
- Require a written working plan
- Require written outcomes

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## WORKING PLAN (Example)

### Goals

#### Week 1

**Monday** have coffee w/ Jill to plan women's devo responsibilities

**Wednesday** have lunch & supper appointments with two 1st yr students to get to know them.

**Friday** host a movie night and bake cookies with the girls on my floor.

#### Week 2

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## Outcomes

#### Week 1

**Monday** have coffee w/ Jill to plan women's devo responsibilities

Jill forgot but came right away after I texted her. We got all of our planning done and had a really fun time laughing. We work well together, and I am really looking forward to our devos with the girls. I just know I will need to remind Jill since she always has a lot going.

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**Wednesday** have lunch & supper appointments with two 1st yr. students to get to know them.

I realized I have extended labs on Wednesdays, so I shifted this to Thursday lunch (Beverly) and Friday supper (Amanda). I was really encouraged that Beverly opened up, and I learned we have a lot in common... Amanda is extremely shy, and I had to carry the whole conversation. She seemed really uncomfortable until we started talking about hockey (which I know nothing about). I am going to introduce her to Alice who played women's hockey in high school. I know they will hit it off!

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**Friday** host a movie night and bake cookies with the girls on my floor.

Almost everyone came and we had so much fun baking and talking we decided not to watch the movie, and everyone was OK with it. We set a date to do another bake night in two weeks, and we plan to package cookies to give to some needy families with kids in our community. After the other girls left Mary opened up with me about a hard family situation with her brother and we prayed together.

**Week 2**

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## Goals and Outcomes Cycle

### 1<sup>st</sup> semester

Five week working plan -> Outcomes

Eight week working plan -> Outcomes

### 2<sup>nd</sup> semester

Seven week working plan -> Outcomes

Six week working plan -> Outcomes

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“What is inspiring about what this leader is doing?”

“Will there be adequate effort?”

“Is there creativity and variety in this plan?”

“Are there likely to be positive outcomes?”



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## FIGHTING FEARS



- Most of what you fear will never materialize.
- When “it” happens, “it” will be different than you thought it would be.

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## Teach Courage



En courage “You can do this.”

It’s OK not to have all of the answers.

It’s OK not to be perfect.

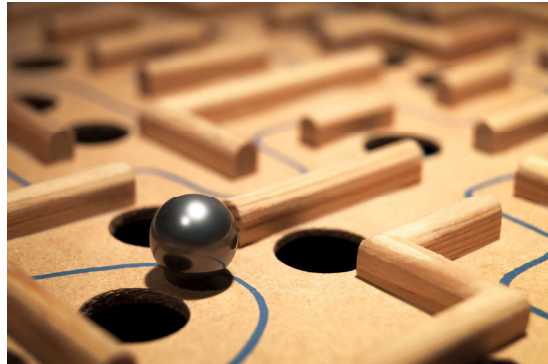
It’s OK Rez life is not perfect

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## Learning lab of Campus Life

- Leaders learn through stressful situations.
- We learn from our leadership mistakes.
- “Tough Stuff” gives me a new measure of what I can handle.



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## Process fears with lots of communication

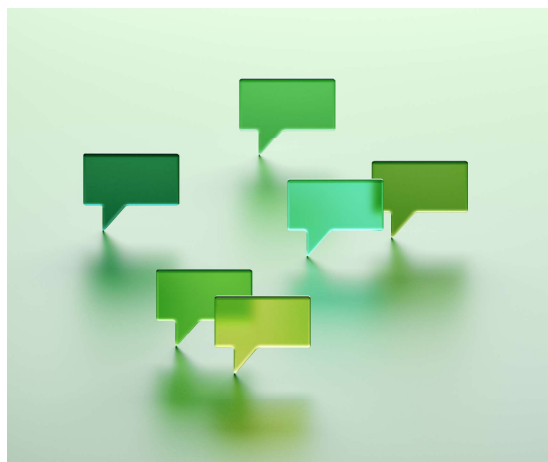
**Listen**

**Ask questions**

“How do you think you would handle that?”

“What do you think would happen if ...?”

**We agree.** Go try this and report back to me how it goes.



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## COMMON PITFALLS



1. Lack of perseverance
2. Making excuses
3. Submitting to the crush of the semester
4. Win/Lose
5. Auto-repeat in the comfort zone
6. Default to easy
7. Making pinatas
8. Needing to be needed
9. Inability to set boundaries