

Keeping It Simple : Innovative Academic Leadership

Prof Freddy Boey believes in 3 simple words : Simplicity, Clarity, Action.

He talks about the creation of an organisational culture through

- Leadership
 - Taking risks but not reckless risks
 - Building culture, not terror
- Quality People
 - Giving high care but also having high expectations
- Quality Processes
 - Clarity ≠ Rigidity
 - Guidelines vs Rules
- Quality Outcomes
 - Virtuous cycle of Momentum and Culture
 - Vicious cycle of Anecdotes and Inertia

Questions :

1. “The more complex it is, the more we need to simplify”. Is this really true, or just a cliché ?
2. There is the “legal way”, the “illegal way” and then innovative leaders who can find their way around rules and regulations, will say the “extra legal way”. What do you think about the extra-legal wa.?
3. Invest in the top 20% of your staff, not the bottom 20%. This does not sound like all people matter; only some. But is this the more effective way?
4. “What matters most in an institution, is people, people and people”. But people are not all the same - do you choose a team with identical person strengths or with diversity ?
5. How do you handle negative and anecdotal feedback ? Would you rather receive them “offline” or is it better to receive them in a dialogue session?
6. The speaker introduced the three “I”s of learning - Inspirational, Interactive and Institutional. Are these three of equal importance, or do they differ based on the age of the students ?
7. What would be the difficulties you anticipate if you aggressively an online effort in the school you are from?