Non-Positional Leadership Defined

Do you have to be in a position of leadership to be a true leader? The answer is no. An individual in any position can demonstrate leadership. In fact, some of the most influential leaders in an organization may not hold leadership titles at all. This is referred to as Non-Positional Leadership, which describes those who take action to help their teams achieve a shared mission or goal.

A few characteristics of a non-positional leader include:

- Leading by example
- Taking initiative
- Self-awareness
- Staying positive in the face of adversity
- Great listener
- Comprehending the tasks at hand

Non-positional leaders understand that the success or failure of an organization depends on everyone being accountable.

- Do you know a person who, regardless of title, takes the initiative and goes above and beyond to help the team achieve its goals?
- Do you know of an individual who is quick to volunteer for any task or project at hand?
- Perhaps you know someone who has taken charge of a situation when they technically weren’t the named leader?
- Are you aware of a colleague who made a recommendation for a process improvement that was implemented?
- Do you know someone that is a positive and engaging influence within your unit?

On any given day, there are distractions and challenges we need to overcome to achieve a goal, implement process improvement, or complete tasks. Achievement requires vision, focus and execution.

The F&A Leadership Merit Award will be awarded to an F&A colleague who positively impacts and influences others, who showcases the way F&A thrives on new ideas, who builds strong and productive relationships, who develops new methods to improve productivity and efficiency not only for their unit but for Finance & Administration and the University as a whole.

To lead is to influence people. Leadership focuses on developing skills and relationships between people rather than focusing on the organizational chart. The F&A Leadership Merit Award recognizes that we have influential leaders throughout our organization in multiple roles and at all levels. A leader takes responsibility and, through everyday actions, collectively brings a unit or team together where the whole is greater than the sum of its parts. Anyone can be a leader, and this award recognizes positive and impactful leadership. When a member of our division show leadership, it influences others to be leaders as well, which happens more naturally when relationships (often unseen in an organization’s hierarchy) are created.

The F&A Recognition Committee will honor a colleague annually for leadership contributions irrespective of job classification or title with the F&A Leadership Merit Award.

Eligibility: Nominations of all staff – except those in contract positions (primarily those at the level of assistant vice president or above) – will be considered for the Leadership Merit Award at the discretion of the selection committee.