

~ F&A Leadership Merit Award ~

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.