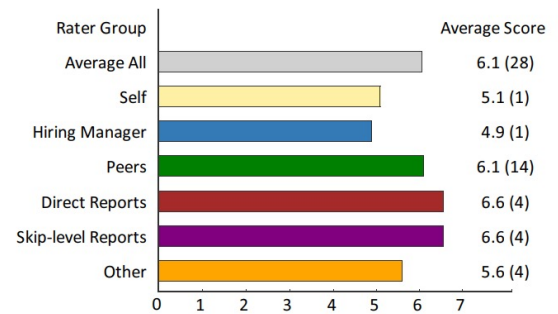


First-time Multidisciplinary Leader Thrives

A traditional, prominent university hires a non-traditional STEM leader to head up its mission-critical Institute

Summary of all responses for all survey questions



The university found that multidisciplinary scientific breakthroughs require academic heft, plus powerful collaboration – and selected its new Institute leader accordingly.

- For many it seemed like a counter-intuitive choice – the leader certainly had impressive research achievements, but little academic leadership experience
- She eschewed conventional onboarding wisdom, and avoided more traditional ways of “making the rounds” within the institution
- Instead, the New Leader focused on humility, strong listening skills, and encouraged the contributions of all (including, and beyond, her 50+ Institute faculty members)
- She continues to expand her sphere of influence globally, creating strategic partnerships that benefit the university and the scientific world

The institution and New Leader sought *LevelSet: Early Feedback* about the effectiveness of her transition,

- At three months in role, the Institute leader was broadly seen as highly effective (while she and her hiring manager reserved judgment)
- Comments indicated that her humility and growth mindset allowed her to effectively navigate in a way entirely foreign to the more staid institution

Results Delivered

- She has obtained tens of millions in new grant money, and created a funded research center for a new scientific discipline they invented
- The Institute team enjoys a powerful reputation - has earned many awards, and made dozens of publications and presentations

Comment from Key Stakeholder

“Her direct team has become very motivated and engaged. But her true team consists of the folks she is able to engage across campus. All hold accountability for that connectedness. So far, everyone is bought in, with great impact.”

