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**A MESSAGE FROM CHANCELLOR
TEDD L. MITCHELL, M.D.**

So many of us are asking, "What is the future of higher education? What is the future of the university?"

The answer is, "It is a future that is being shaped by the choices we make today. It is a future that is being shaped by the choices we make today. It is a future that is being shaped by the choices we make today."

What are the choices we are making? Is it a choice to invest in research and innovation? Is it a choice to invest in the development of our students? Is it a choice to invest in the development of our community?"

So many of us are asking: "What is the future of higher education? What is the future of the university?"

At the same time, we are asking, "What is the future of higher education? What is the future of the university?"

The future of higher education is a future that is being shaped by the choices we make today.

The future of higher education is a future that is being shaped by the choices we make today.

What are the choices we are making? Is it a choice to invest in research and innovation? Is it a choice to invest in the development of our students? Is it a choice to invest in the development of our community?"

SUSTAINABILIT :

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**T L. M., M.D.
CHANCELLOR
TEXAS TECH
UNIVERSIT S STEM**

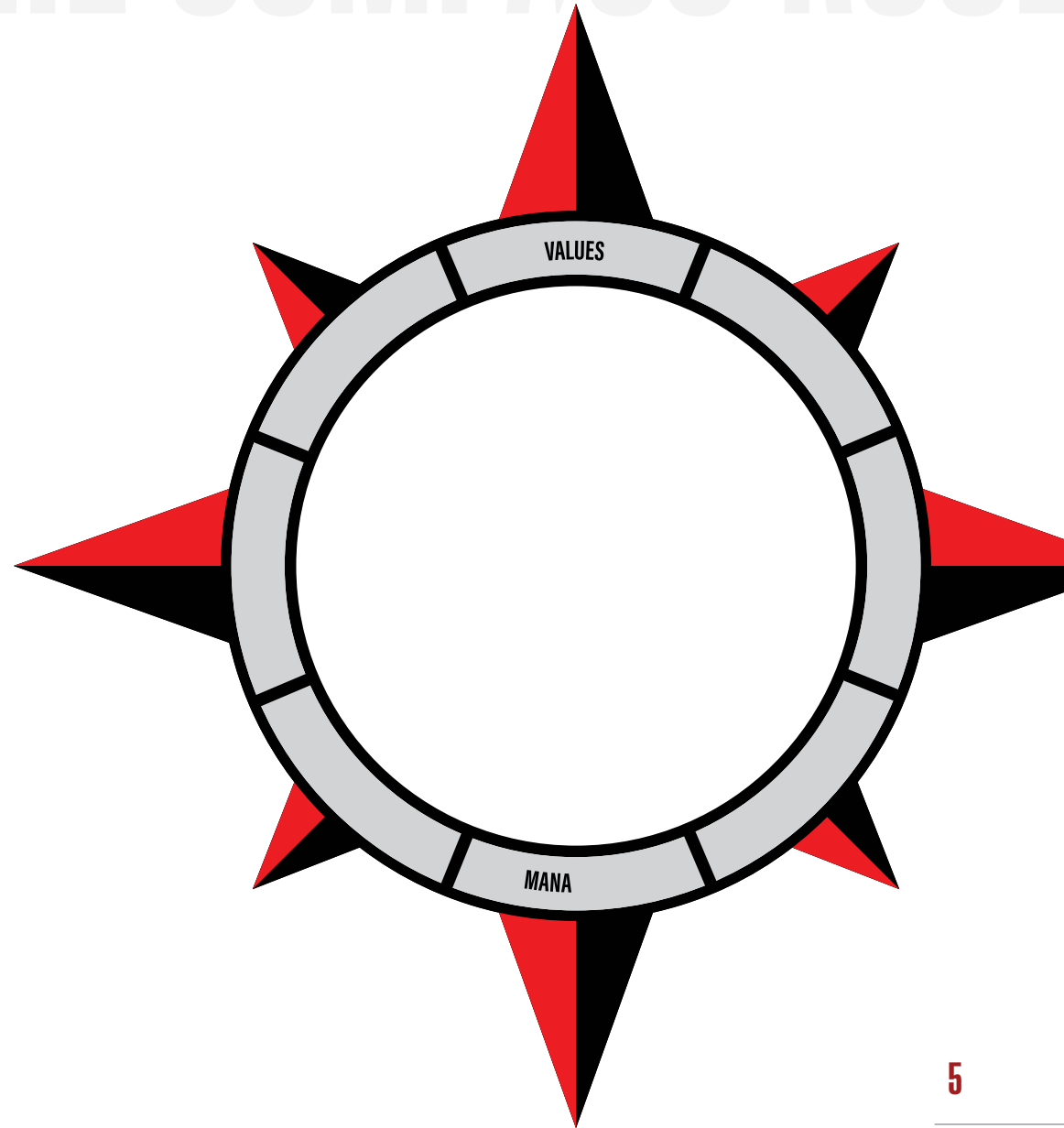
THE COMPASS ROSE

Birth is a beginning and death a destination;
And life is a journey . A going, a growing from stage to stage:
from childhood to maturity and death to old age.

From innocence to awareness and ignorance to knowing;
from foolishness to discretion and then perhaps, to wisdom.
From weakness to strength or strength to weakness and
often back again. From health to sickness and back to the
prayer, to health again.

From offense to forgiveness, from loneliness to love,
from joy to gratitude, from pain to compassion.
From grief to understanding, from fear to faith;
from defeat to defeat to defeat, to nihil, looking back
and ahead: we see that victory lies not at some high place along
the path, but in having made the journey, stage by stage, a
sacred pilgrimage.

Birth is a beginning, and death a destination
And life is a journey ;
A sacred journey to life everlasting.



**A MESSAGE FROM VICE CHANCELLOR
STEVE SOSLAND**

Steve Sosland is the Vice Chancellor for Leadership and Culture Development at Texas Tech University. He is also the Executive Director of the Center for Leadership and Culture Development (TTUHSC).

He is a Distinguished Professor at the Center for Leadership and Culture Development, and is also the Executive Director of the Center for Leadership and Culture Development (TTUHSC). He is also the Executive Director of the Center for Leadership and Culture Development (TTUHSC).

Steve Sosland is the Vice Chancellor for Leadership and Culture Development at Texas Tech University. He is also the Executive Director of the Center for Leadership and Culture Development (TTUHSC).

Steve Sosland is the Vice Chancellor for Leadership and Culture Development at Texas Tech University. He is also the Executive Director of the Center for Leadership and Culture Development (TTUHSC).

As Aristotle said, "...life is a journey, a sacred pilgrimage, made stage by stage."

Thank you for your leadership and commitment to the success of our university.



Wade

Steve

Steve Sosland
VICE CHANCELLOR,
LEADER AND CULTURE
DEVELOPMENT,
TEXAS TECH
UNIVERSITY STEM

THE MEANS MATTER

Let's face it, the end justifies the means.

It's not the means that matter, it's the end.

For them, the end justifies the means.

It's not the means that matter, it's the end.

It's not the means that matter, it's the end.

TEXAS TECH UNIVERSITY SYSTEM
ADMINISTRATION SHARED VALUES

PEOPLE FIRST

Support those around us

A...
...
I...
B...
A...

INTEGRITY

Adhere to strong moral principles

I...
C...
B...
...
S...

RESPECT

Value others

B...
L...
S...
T...

COMMUNITY

Grow together to achieve mutual success

G...
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E...
E...

EXEMPLARY SERVICE

Go above and beyond

I...
E...
A...
P...



SELF-DEVELOPMENT

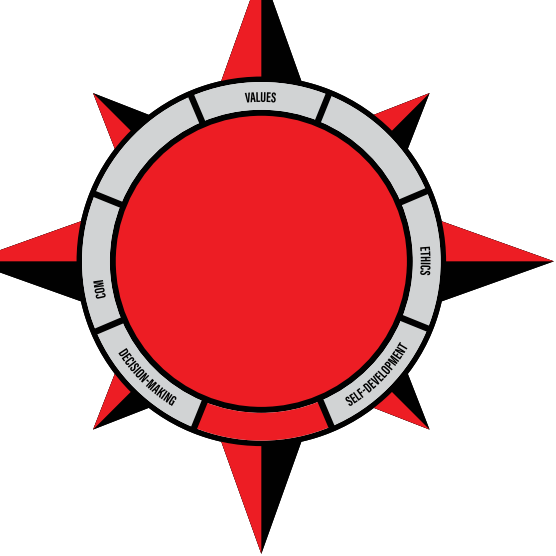


Give me six hours to chop down a tree, and I will spend the first four sharpening my axe.

— Abraham Lincoln

I See R.C. 2 b., *The 7 Habits of Highly Effective People*, by Stephen Covey. Published by Bantam Books. ISBN 0-349-10331-1. <http://www.bantam.com>. To learn more about this book, visit www.7habits.com. Why is this book important? It is a classic in the field of personal development. The author, Stephen Covey, is a well-known speaker and author. This book has helped millions of people improve their lives. It is a must-read for anyone who wants to become a more effective person.

W a p e e T e e e a e a
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Leaders are people who do the right thing; managers are people who do things right.

— Warren Bennis, Leadership Scholar

The compass rose represents the core values and skills that leaders should possess. The cardinal directions represent the most fundamental values: Values, Ethics, Self-Development, and Courage. The intercardinal directions represent the skills and abilities that are essential for effective leadership: Decision-Making, Leadership, and Teamwork.

1) A leader should be someone who is honest, fair, and ethical. They should be someone who is also a good listener and someone who is able to work well with others.

2) A leader should be someone who is confident, decisive, and able to take responsibility. They should be someone who is also a good communicator and someone who is able to inspire others.

B. Warren Bennis and Robert D. Stogdill, *Leadership: Current Theories and Research*. The compass rose represents the core values and skills that leaders should possess. The cardinal directions represent the most fundamental values: Values, Ethics, Self-Development, and Courage. The intercardinal directions represent the skills and abilities that are essential for effective leadership: Decision-Making, Leadership, and Teamwork.

When we think of a leader, we often think of someone who is confident, decisive, and able to take responsibility. They should be someone who is also a good communicator and someone who is able to inspire others.

MANAGEMENT



When we think of a leader, we often think of someone who is confident, decisive, and able to take responsibility. They should be someone who is also a good communicator and someone who is able to inspire others.

In a leadership class, we often hear about the importance of communication. Communication is the key to effective leadership. It is how we share our vision, how we build trust, and how we inspire others. Communication is also how we resolve conflicts and how we work together to achieve our goals.

There are many different ways to communicate. Some people are better at speaking, while others are better at writing. Some people are better at listening, while others are better at observing. It is important to understand your own strengths and weaknesses when it comes to communication. It is also important to understand the strengths and weaknesses of the people you are communicating with.

When we think of a leader, we often think of someone who is confident, decisive, and able to take responsibility. They should be someone who is also a good communicator and someone who is able to inspire others.

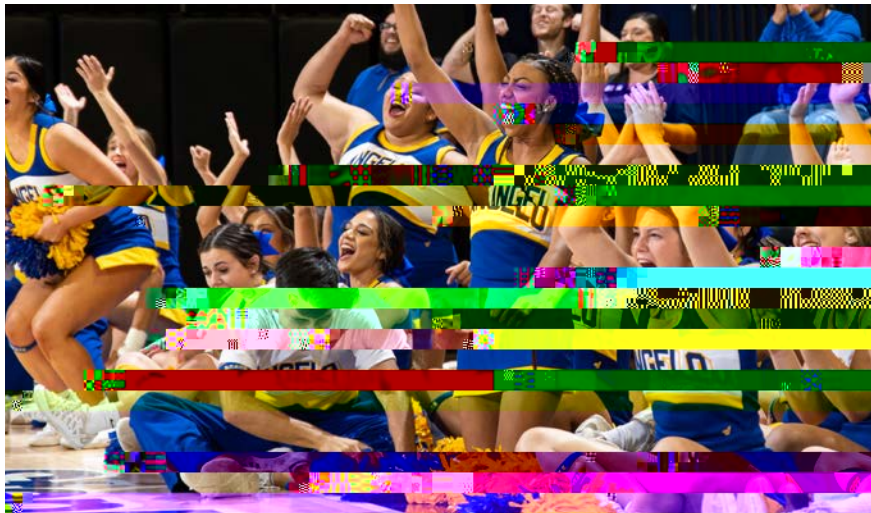
The single biggest problem in communication is the illusion that it has taken place.

— George Bernard Shaw, Irish Playwright

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*The 8th Habit: Find your voice
and inspire others to find theirs.* T ...
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OUR VALUES INITIATIVE

The *Our Values* initiative is a...
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Summary Table:

- + Our Values: We...
- + ...

LEADERSHIP FOUNDATIONS

The Leadership Foundations program is a core component of the Chancellor's Academy for Lifelong Leaders. It is designed to provide students with the skills and knowledge necessary to become effective leaders. The program is structured around four key areas of focus:

- + Personal Leadership
- + Emotional Intelligence
- + Communication
- + Teamwork

ACKNOWLEDGMENTS

ACKNOWLEDGMENTS

FROM STEVE SOSLAND, VICE CHANCELLOR, LEADER & CULTURE DEVELOPMENT, TEXAS TECH UNIVERSITY'S STEM

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FRAN BROWN, PH.D., Manager, Department of Materials, for his support and guidance. Thank you for your help and support. I am grateful for your presence and support.

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