

Travel and Study Abroad Grant Report
Suzy Nachtsheim, August 12, 2015

I attended the **NAFSA (Association of International Educators) Management Development Program (MDP)** held in **Washington, D.C.** from **July 20-22, 2015**. The program is tailored to address management challenges specific to international education. It was extremely helpful for me at this time as I will transition from instructor to chair of the English Language Centre (ELC) this fall.

An expert team of four trainers, with significant management experience in the field of international education, delivered the program to 39 of us. Participants were from universities and international institutes from around the world. The program consists of seven very intense modules—alternating instruction from the trainers and interaction with the other participants. Topics included management principles and style; dealing with conflict, personalities, and with change itself; financial responsibilities; understanding organizational culture, developing political skills, and increasing support for one’s program; and tools and strategies for sustaining oneself.

One of the highlights for me was learning a “Situational Leadership” model that balances the “supportive,” “coaching,” “delegating,” and “directive” behaviour of a leader toward others who have varying ranges of “competence” and “commitment” (motivation & confidence). We each completed a “Leadership Behavior Inventory” and used this to analyze and discuss our own leadership style that would lead us to either “under-supervise, over-supervise, or match”—with “match” being the ideal to provide individuals with what they need from a leader.

This program was a wonderful kick start for me in my new role in the ELC. Thank you to the VIU Faculty of International Education and the BCGEU for contributing to the funding for this trip.