

Oh Crap. I'm a Boss

Sexual Harassment and

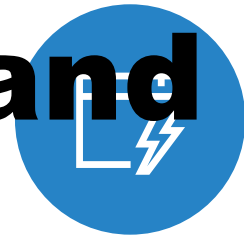
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Jan Brockman, MA

Director, SAPEC

# Journey

## University of Kansas Sexual Assault Prevention and Education Center



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MOTIVATION TEAM CULTURE COUNSELING PRIORITIZE  
LEADERSHIP FAMILY TRUST CONSEQUENCE LEADER

**sappec@ku.edu**

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**How do we know**  
**Assault Prevention and**  
**when our**  
**Education Center**  
**leadership has**  
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**been successful?**  
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Voluntary Action is a key indicator  
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of organizational success.

## **Education Center**

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- people do the right thing at the right time
- they understand what needs to be done
- they believe they are the right things to do
- they take the necessary action w/o being instructed

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What unhealthy  
generational  
patterns need to  
be broken?

Custom - things created until they  
become the way they are

Culture- the way things are

Climate - how you feel about the way  
things are

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Hire who you have the  
time to lead

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or

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Spend time you don't have

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blaming your staff

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Developer vs Maximizer

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Culture of Trust

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Choosing to risk making something you value vulnerable to another person's actions

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CARE

The assessment that you balance the other person's & your own interest in mind when you make decisions

SINCERITY

The assessment that you are honest & act with integrity

RELIABILITY

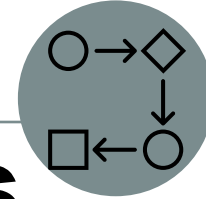
The assessment that you fulfill the commitments you make

COMPETENCY

The assessment that you have the ability to do what you are doing or choose to do

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# Counsel and Consequence



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### CLEAR AND DIRECT

### GROWTH

### PROCESS

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- Address actual gap in performance NOT a gap in their desired performance
- Describe the problem
- Describe the history of the problem
- Describe what the staff has agreed to do that they have not done

- Thank the staff for providing good feedback
- Positive reinforcement/naming improvements
- Provide training needed to address the gaps
- Regular performance reviews

- Consistent & Fair
- Timely
- Private (no items saying to the staff against the problem not against each other)
- Documented & Progressive
- Follow-up



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Leading Change**

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Everything sucks now what?

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# Healthy Leadership Practices



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# Sexual Assault Prevention and Education Center

INTENTIONAL

COMMUNICATE

CUSTOMIZE

CARE

REFLECTION

You be awkward first.

Help me to understand.

How do they like to receive feedback?

Trust me, I formed my response.

Is it helpful or hurtful?

Consistent: do what you say/say what you do

Open ended questions

What do they want from a supervisor?

Not a competition

Boundaries

Be visible

Follow up

Set individual expectations

Advocate

Collaboration

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Sexual Assault Prevention and  
Self-Care at Leadership  
Center  
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C.A.V.E Dwellers

Intentional Monitoring

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Policy and Procedures

Role Model Self-Care

**THANK YOU**

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**Sapec@ku.edu**

Jen Brockman

[jenbrockman@ku.edu](mailto:jenbrockman@ku.edu)

[sapec.ku.edu](http://sapec.ku.edu)