

Shontarius D. Aikens, Ph.D.

Increasing Leadership Effectiveness and Influence through Relationship Building

Shontarius Aikens is an Assistant Professor of Management in the Offutt School of Business at Concordia College (Moorhead, MN). His academic research interest areas are leader-member exchange (LMX) leadership, entrepreneurship, and the scholarship of teaching. He has presented his work at the Academy of Management, the Management and Organizational Behavior Teaching Society, and the Midwest Academy of Management. He has co-authored and published peer-reviewed articles for Management Teaching Review, The CASE Journal, Journal of Leadership Education, Global Journal of Entrepreneurship, and Education, Society, and Human Studies academic journals. He also writes articles for the Fargo INC! business magazine.

Shontarius has a unique work history and background in that his professional career began in the field of student affairs. His student affairs career consisted of various positions at the University of Arkansas, the University of Michigan, and Texas A&M University (1998-2006). In 2007, he transitioned from student affairs to academia and since then has taught various business courses at Texas A&M University (2007-2012), North Dakota State University (2014), and for the Entrepreneurship certificate program at the University of North Dakota (2013-2016) prior to joining the business faculty at Concordia College. Over the course of his academic career, Shontarius has received multiple awards and recognition for teaching excellence and academic advising.

His educational experiences include earning a Bachelor of Music and a Master of Education from the University of Arkansas, a Master in Business Administration (Marketing and HR Management specializations) from Walden University, and a Ph.D. in Organization and Management (Leadership specialization) from Capella University. In his spare time, Shontarius enjoys watching movies, listening to music, and performing voiceovers.

Description:

Leadership research studies have shown a correlation between high quality supervisor-employee relationships and positive organizational outcomes. Because of this, there has been a renewed focus on helping individuals learn how to improve their relationship building skills in order to improve their leadership effectiveness. While leadership research is important, practitioners want and need practical tools that can be used the next day in their organizations. This presentation will provide participants with a simple tool that can be used to evaluate relationship quality in order to improve their leadership effectiveness. In addition, using this tool will enable participants to determine potential strategies to expand their leadership influence in the future. Finally, participants will be encouraged to brainstorm ways to apply this tool within the field of nutrition and dietetics.

Objectives:

- Analyze the composition and quality of their existing work and/or personal relationships.
- Develop strategies to improve their leadership effectiveness in existing work and/or personal relationships.
- Develop strategies to initiate new work and/or personal relationships in order to expand one's influence.