

M-Forum Conference – February 21, 2013 **(Lydia Martone's Talk)**

“What it takes to do a job will not be learned from management courses. It is principally a matter of

- We work alongside those who represent the

- I have always equated being a manager is similar to being a parent. Many parents in the room today will agree with me, I'm sure.
- Like a raising a child, managing a person requires the same skills: we train them, encourage them, grow their confidence, discipline them when necessary, give them goals to attain, we celebrate their achievements and life events, and we encourage their continued growth and progress – all the while, we must stay proactive and be a good role model.
- All management skill sets are transferable in all areas of the University.
- It is people who make the University continue to go forward. An old advertisement for a steel company's slogan is very appropriate "...our product is steel, but our strength is people."
- McGill has continued to be in the high ranks given the many historical and current challenges it faces, thanks to its people – who are committed to doing their best. We know for sure, it's not the admin & support salaries that attract most of us!
- As Dean Grant mentioned earlier, what attracts most of us in working at McGill: interaction with young, bright, and committed people; and the opportunities to inspire and convince people in doing things for a bigger cause.

- Among the challenges that V-

- The above is what has carried me through the many storms I encountered in each of my positions I have held over my successful 37+ years at McGill.
- McGill has a history of financial challenges, right from the start. (Include the history of McGill being established in 1801, but operating only much later in 1821 because of financial constraints.) This storm shall also pass...
- McGill is a microcosm of society; what we deal with here is very much the same in the larger community.
- However, we have always weathered the storm and in many cases, have even come out stronger.
- As McGill Managers, we are a community of people helping each other.
- We are sharing ideas and best practices, as we are today here, thanks to M