



The Gritty Leader



A couple of years ago when I was interviewing with ACNS & Telecom, I asked a question during my phone interview that has stuck with me. As we approached the end of the interview, I asked the search committee to describe the culture at CSU and within IT. After a few seconds, Jamie McCue jumped in with the answer, “we are scrappy.” “We get a lot done, we take pride in our work, and we make the impossible happen”. I smiled and thought to myself, this team has a lot of grit.

Recently, I read an article by Sarah Buszka (a former team member of mine) entitled “[The Gritty Leader](#)” and it reminded me of our team at CSU. In her article, Buszka talks about a correlation between “effort & skill” and being a gritty leader. Over the past two months, we all have seen good examples on our teams of gritty leadership. Not only does our team have great skillsets, but we have put in a tremendous amount of effort as well.



Examples of this grit has come from all corners of our organization. There are the gritty leaders in Classroom Support and Telecom that have continued to work on-campus to support critical operations. There are the gritty leaders in Information Systems that hit a recent milestone with the Joint Banner Project and others that kicked off our Kuali to the Cloud project. There are other gritty leaders who have assisted with MS Teams, Canvas, and Midpoint projects. And there are many others who have maintained and continued our infrastructure, systems, operations, and assisted our campus stakeholders.

Our team has the “skill”.

We bring the “effort”.

Everyday.

Even in the face of global problems.

Talent x **Effort** = Skill

Skill x **Effort** = Achievement

Buszka closes her article by saying “The future of higher education IT is in our hands. All of us will face adversity along our journeys” and she’s “excited about the plethora of gritty leadership opportunities that are on the horizon for all of us, and how each one of us chooses to experience them.” Little did she know how our current COVID-19 crisis would play out. She is right though; the future is full of gritty leadership opportunities.

I don’t know about you, but I’m sure glad to work on a team that has so much skill and brings so much effort to every day. We’re lucky enough to have a team full of gritty leaders. The future for us will continue to be bright, even in the face of some adversity.

-Brandon

A handwritten signature in black ink, consisting of a large, stylized letter 'B' followed by a horizontal line that curves upwards and then downwards, resembling a flourish or the end of a name.