

# PRESIDENT'S NEWS DIGEST

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**ASU**  
جامعة العلوم التطبيقية  
APPLIED SCIENCE UNIVERSITY



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## MESSAGE FROM THE PRESIDENT

Welcome to the 34th issue of the President's News Digest. In this issue, I will cover the subject of Good Leadership.



Good leadership, especially in academia, is all about directions setting, team-working, motivation, knowledge and wisdom, experience, innovation and creativity, quality, passion, performance management, emotional intelligence, and most importantly understanding power boundaries and constraints.

A good leader ensures that the directions are clearly set and the landing island can be seen from a distance through a visionary approach. The clarity of vision is essential in moving forward with the pathway that will be taken. In addition, a good leader will take their people on an exciting journey through teamwork and collective efforts.

With regards to motivation, it plays an integral part in running successful organisations, especially academic institutions. Research has shown that staff perform better when they are motivated. A simple “thank you” can make a big difference for many individuals. A good leader creates a culture of respect and positivity with incentives to reward good work.

As far as knowledge is concerned, a good leader should have a solid knowledge of strategic aspects and awareness of the operational and technical issues. As we are all life long learners, it is expected that good leaders attend development and training courses. Experience, on the other hand, comes from maturity and learning from previous mistakes. You may have the knowledge but not the experience and vice versa. However, a good leader should have both. The technical competence could be developed over time, but the experience needs the right attitude to be accumulated. Generally speaking, arrogant people who are not prepared to learn usually lack the experience even though they may be technically capable. Wisdom comes from the accumulation of knowledge and experience and it is an important aspect of good leadership.

Good leaders are also expected to be champions of innovation and creativity. Innovation and creativity nowadays have become essential ingredients of successful organisations. Both are helpful in creating a unique selling point for organisations in order to have a competitive advantage. Innovation and creativity create a positive culture which helps organisations and institutions to flourish.

Quality is also another important aspect of good leadership. Quality is the oxygen of successful organisations and institutions. We have to be passionately committed to embrace it as quality leads to good reputation resulting in academic and financial benefits. Passion is a key and without it life will be boring and organisations become monotonous and less exciting and ultimately quality will suffer.

A good leader should also embrace performance management systems in order to reward hard working and motivate employees. In addition, a good performance system enables potentially capable individuals to be developed and a way to deal with underperforming individuals.

Emotional intelligence is also becoming an important aspect of good leadership and it is now dominating the business environments. Emotional intelligence is about having empathy towards others. This will create a culture of understanding and support. A good leader should be emotionally intelligent in order to deal with the diversity of cultures and individuals in the work place. In addition, he/she will use their emotional intelligence to motivate and incentivise staff.

Our biggest challenge in the Arab World as a whole is to understand the power boundaries and constraints within the context of good leadership. Hofstede, in his cultural differences model, highlights the issue of power distance. In the Arab World, power distance is relatively high in comparison with Western nations. This has many implications particularly on the education sector. A high power distance will prevent the creation of co-learning cultures. In the West, staff and students have become co-learners as they can learn from each other. However, in our part of the world, we are still largely adopting the broadcasting or spoon-feeding model which is preventing us from producing potential leaders amongst our students community. A good leader will lessen power distance in order to encourage a culture of trust and support. This will result in a more positive environment that leads to a culture of excellence. By understanding power boundaries and constraints, a good leader will develop a set of realistic expectations as failing to deliver could be detrimental to many organisations and institutions.

## INTERVIEW OF THE WEEK

We would like to feature the interview this week with:



Name: Belal Easa Kamel Odat

Position: Head of Advising and Direction

### 1. Tell us about yourself: (Your childhood, academic background)

I was born in Jordan in 1983, in a small family. I have a BSc in Marketing.

I am married and a father of 2 kids.

Actually here in Bahrain, I am sure we all feel that we are in our home countries.

### 2. Tell us about your job at ASU

I work at ASU as Head of Advising and Direction. I am proud that I meet our new students and their parents and give them all the details about our programs and the admission requirements and complete the process for their enrollment.

### 3. Tell us about your aspirations for the University

The University is now shining and achieving more and more achievements and success on many levels every day, both locally and regionally and even globally.

It is my pleasure and pride that I belong to this successful entity, which is moving steadily towards more achievements and I wish the University more and more to become a shining beacon in the sky of Bahrain.

Power is about influencing rather than just quick decision making and dictating and forcing someone's views and beliefs.

To conclude, it is almost impossible to have all the aforementioned qualities in one individual. However, research has shown that successful leaders have at least the majority of the above mentioned characteristics and they can develop and strengthen the rest. Leadership is a very interesting subject and should be taught in primary schools and all the way to universities. Good leaders are usually inspirational and in many cases become our role models. It is therefore important to develop strong leadership skills in our graduates in order to prepare them to face the demands of the market place. We should also highlight to them values like integrity, honesty, humility, sense of humour, ethics, transparency, fairness and strong charisma that are usually associated with good leaders. In addition, good leaders should have exceptional communication, critical thinking, analytical, and research skills. All the aforementioned qualities form the foundation of a good leadership. While some of these qualities may exist naturally in the personality of a particular leader, others can develop and strengthen such qualities over time. A final word is that good leaders are always associated with the legacies that they are leaving behind and the transformations that will always be remembered for.

## AUDIT OF THE CAREER SERVICE UNIT

As a measure of continuous improvement and based on the operational plan, the Quality Admin Audit under the umbrella of QAAC, audited the Career Service Office, on 12 June, 2019.



The audit was chaired by Dr. Nympha Joseph, Head of QAA Administrative Affairs Unit, and team members Mr. Salem Alateyyat, Asst. Director QAAC.

The Career Service Office had presented the evidences required by the audit team. The whole process of the audit right from audit check list till the site visit was very well supported Mrs Noora Musalam the Career Service Manager.

The Audit team appreciated and thanked Dean of student Affairs Dr. Ayman Aldmoor for his support.

The QAAC Director, Prof Hilal AlBayati urges and requests every department from Academics or Admins to keep all records of evidences, as it definitely helps any review process to go smoothly without time wasted.

On a personal level, I wish to live and my small family in happiness and health as well as for everyone.

On the practical level, I wish our beloved University more and more success, which I am proud to be part of.

### **4. What do you enjoy most about your job?**

It is a joy to meet with students every day and offer them everything you can to be able to start their university life and live it until they reach the graduation.

### **5. Tell us about your hobbies**

I like football and swimming.

### **6. Tell us about your favourite food**

Seafood

### **7. Tell us about the book you are reading now**

History of Dilmun

### **8. Final words**

I wish more success and excellence to our beloved University.

## THE VISIT OF CARDIFF METROPOLITAN UNIVERSITY TO APPLIED SCIENCE UNIVERSITY

Cardiff Metropolitan University represented by Dr Theo Koukouravas visited last week Applied Science University and chaired our British programmes' Exam Boards in the presence of the Dean of the College of Administrative Sciences Dr Ramzi Nekhili, the Head of the Departments, Programme leaders and every academic who deliver the lectures. The meetings ran smoothly and extremely well. The feedback was excellent as ASU was endorsed by its good learning and teaching practices.



## ASU PARTICIPATED THE “ENHANCING THE GOVERNANCE OF RESEARCH AT THE HIGHER EDUCATION INSTITUTIONS” WORKSHOP



The University participated in the workshop held by the Directorate of Scientific Research in the General Secretariat of the Council of Higher Education in cooperation with the American Association for the Advancement of Science (AAAS). The aim of this workshop was launching the project of strengthening the governance of scientific research and integrating of higher education institutions in the Kingdom with international research institutions, pointing out that this project targets to raise scientific research in institutions of higher education. Moreover, it aimed to achieve harmony between the plans of scientific research for all institutions of higher education and the national strategic plan for scientific research, and work to diversify sources of funding research in institutions of higher education. In addition, the workshop provided mechanisms for the development of infrastructure, institutional and national research capacities to enhance the quality of scientific research outputs and to link scientific research to the overall development priorities of the Kingdom of Bahrain.

A number of important topics were addressed during the workshop, including the impact of research on the classification of institutions of higher education, measuring the impact of the institution in the community, in addition to the importance of innovation and entrepreneurship.

ASU was represented by Professor Yazeed Al-Sbou, Acting Dean of Research and Graduate Studies, and Professor Mansour Lotaf, Assistant Dean.

## INTERVIEW WITH ALUMNUS



Name:	Mohamed Abdulla Ahmed Aljahmi
Workplace:	Bahrain Institute for Political Development
Academic Degree	Bachelor
Academic Major	Law
Tell us about your Experience at ASU in terms of learning environment and teaching methods.	ASU offered me the legal knowledge needed to pursue my career in law, a prestigious Bachelor of Law degree. The teaching methods were innovative and the classes were practice-based. All of these made me persuade my studies at ASU to obtain my Master's Degree in Law.
What did you enjoy the most about your experience at ASU?	I was a member in the Student Council which gave me an opportunity to develop leadership by organizing and carrying out on campus activities. In addition to planning events that contribute to university spirit and community welfare, the Student Council is the voice of the student body.



Tell us a success story inspired by ASU.

After graduating I joined the alumni club to keep in touch with ASU and to foster the spirit of loyalty to my beloved university.

In your Opinion, What are the Improvement areas you would like to see at ASU in the future?

ASU is perfect especially after achieving the accreditation.

Interviewed By: Maheera Faisal, Alumni Affairs Committee Chair; ASU Alumni Club

## QUOTE OF THE WEEK

*“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”*

***Maya Angelou***

*Happy Reading!*