



Agenda Item 17.0: LEAD 21 Update

Presenters: Jeff Jacobsen, Carolyn Brooks

Background:

Fall 2012 Update

On behalf of the LEAD21 Board of Directors and the LEAD21 Program, we send you mid-summer greetings and provide highlights from Class VIII which began this past June.

The current program:

- Class VIII is comprised of 83 participants from across the United States.
- Class VIII has the largest number of participants since the beginning of LEAD21.
- Institutions and agencies include:

Auburn University
Clemson University
Fort Peck Community College
Fort Valley State University
Kansas State University
Lincoln University of Missouri
Louisiana State University
Michigan State University
Mississippi State University
Montana State University
National Institute of Food and Agriculture
New Mexico State University
North Carolina A&T State University
North Carolina State University
North Dakota State University
Ohio State University
Oklahoma State University
Oregon State University
Pennsylvania State University
Prairie View A&M University

Purdue University
Sisseton Wahpeton College
South Carolina State University
South Dakota State University
Tennessee State University
University of Arizona
University of Arkansas
University of Connecticut
University of Florida
University of Georgia
University of Idaho
University of Illinois
University of Kentucky
University of Minnesota
University of Missouri
University of Nevada
University of Tennessee
University of Wyoming
Virginia Tech
West Virginia University

- The University of Tennessee has the most participants with seven!
- Class VIII consists of 58 males and 25 females, 9 participants from the 1890s, 2 participants from the 1994s, 5 from USDA/NIFA, and 67 from the 1862s.

The overall program:

- LEAD21 Classes I through VIII has had 559 participants.
- Precursors to LEAD21 include ESCOP/ACOP (278 participants) and NELD (80 participants).
- The total number of alumni in leadership development programs in the Land-grant University System and with our strategic partners is 917.

- Across all institutions and agencies, these leadership development programs include 775 1862s, 39 1890s, 10 1994s, 12 insular areas, 62 USDA NIFA, 1 APLU, and 18 strategic partners.

The LEAD21 Board of Directors include Jeff Jacobsen (Chair, AHS), Carolyn Brooks (Program Chair, At-large), Jon Boren (ECOP), Sam Comer (ICOP), Michel Desbois (USDA/NIFA), Mary Duryea (ESCOP), Cary Green (ACOP), Jim Hafer (1994 Tribal Colleges), Laurie Kramer (ACOP), Beth Olson (At-large), Dan Rossi (ESCOP), Dick Senese (ECOP), and David Wehner (At-large).

The primary purpose of LEAD21 is to prepare you to lead more effectively in an increasingly complex environment, either in your current position or as you aspire to other positions. LEAD21 accomplishes this through the actions of the Board of Directors representing all sections (AHS, ACOP, ECOP, ESCOP, and ICOP), NIFA, related institutions and LGUs (1862, 1890, and 1994). The LEAD21 Program is delivered through the highly skilled group of facilitators with combined 86 years of experience with LGU leadership development programs.

Through Sessions I, II, and III, self-directed learning, and peer coaching, a number of competencies are identified, studied, reinforced, and actively applied throughout the 9 month LEAD21 Program. The primary competencies include:

- **Developing self and others:** to seek and use self-assessment and feedback to enhance understanding and performance; to provide others with appropriate and timely feedback to enhance performance; to create opportunities for development of self and others; and to create long-term self-directed and life-long learning and professional development.
- **Leading with integrity and values:** to understand and honor organizational and cultural values; to communicate personal values that influence personal leadership; to demonstrate consistency between espoused values and values in action; and to respect the values of others.
- **Resolving conflict:** to use a range of strategies to deal with conflict between self and others; to mediate conflict among others; to recognize the root causes of conflict; and to engage in difficult conversations appropriately to both resolve the conflict and strengthen the relationship.
- **Fostering collaboration:** to see issues and opportunities from many perspectives; to balance the needs and expectations of many stakeholders; and to facilitate programs that collaborate across structural, organizational, and international boundaries.
- **Managing change:** to recognize the need for innovation without indulging in change for change sake; to have a vision for the future and communicating that to others; to understand the range of reactions to change; to develop and implement a change process appropriate to the organization and the degree of change; and to measure the progress of change and ensure the benefits.

Secondary competencies include:

- **Communicating effectively:** to listen carefully and use questions skillfully to encourage honest responses; to communicate clear, direct, and honest messages to individuals and groups.
- **Valuing diversity:** to express cultural sensitivity and awareness of the diversity inherent in and vital to a modern society; to appreciate cultural differences; to build and value collaborations; and to effectively form teams which balance leadership and followership.
- **Developing a deeper knowledge and appreciation of higher education:** to understand higher education in its many different models; and to understand the role of research, academics, and extension and how it depends on local, state, and federal partnerships.
- **Developing and managing resources:** to identify resources needed and to develop new resources; to redistribute resources to accomplish key goals or succeed in strategic directions; and to foster support through state and federal political processes.



Applications for Class IX will be available by mid-September and will be due November 30th. Dates for Class IX are:

- Session I, Minneapolis, MN: June 23rd – 28th, 2013
- Session II, Kansas City, MO: September 30th – October 2nd, 2013
- Session III, Washington, DC: February 11th – 15th, 2014.

Tuition for Class IX is \$9,500 which includes all participant materials, lodging, and meals.

Action Requested: For information