

Reflections on Extension Leadership

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Start:

9:45 a.m. Pacific

10:45 a.m. Mountain

11:45 a.m. Central

12:45 p.m. Eastern



Pamela Olsen



Pamela Olsen

4-H Agent

Yamhill County Extension

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Pamela Olsen is a passionate advocate for the 4-H Youth Development movement and profession. She recently served as President of the National Association of Extension 4-H Agents, which includes 3600 youth development professionals within and outside of the United States. She provided leadership in establishing a new vision, mission and strategic goals; developing a Youth Development Practitioner Apprenticeship Program; and articulating what is “scholarship” for the 4-H Youth Development professional. Pamela also serves on the National 4-H Council Board of Trustees and the Joint Council of Extension Professionals. Pamela provides educational leadership for a county based program emphasizing youth and adult leadership development through effective youth & adult partnerships and outreach to new audiences through building collaborations.

SLIDE

2

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ESP Emerging Leadership Sub-Committee Members

SLIDE

3

Pamela Olsen, Chair (Oregon State)

Ellen Burton (Illinois)

Andy Lewis (Wisconsin)

Stacey Warner (Kansas State)

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ESP Emerging Leadership Sub-Committee

SLIDE

4

Our Focus:

Provide a professional development program in the area of leadership development that:

- Benefits all extension professionals in their leadership journey
- Utilizes different technologies to provide convenience and affordability
- Challenges, inspires and “grows” our extension family

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Today's Panel:

SLIDE

5

- *Kirk Astroth, Minnesota*
- *Clyde Chesney, Tennessee*
- *Laurel Kubin, Colorado*
- *Jim Lindquist, Kansas*
- *Scott Reed, Oregon*
- *Janice Stimpson, Idaho*

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Live Meeting Poll

Slide Title

How many years have you been with Extension (Or how many years did you work for Extension)?

- **Less then a year**
- **2-5 Years**
- **6-10 Years**
- **11-15 Years**
- **16-20 Years**
- **21 - 25 Years**
- **More then 25 Years!**

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Live Meeting Poll

Poll 1

In what position are you currently expressing your leadership?

- **County Based Educator/Agent**
- **Regional Educator/Agent**
- **County Director**
- **State Specialist**
- **Program Leader, District Director or State Director**
- **Retired ESP member**
- **Other**

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Andy Lewis



Andy Lewis
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Andy is a professor at the University of Wisconsin Extension where he serves as a Community Development Specialist in the Center for Community Economic Development. He is responsible for developing educational programs and tools that assist communities in developing strategies for improving jobs, income and quality of life. Lewis began employment with the University of Wisconsin Extension in 1983 as a community based educator in Burnett County, Wisconsin. He has been a member of ESP since 1992 and currently serves as the membership committee chair for the Alpha Sigma Chapter in Wisconsin.

SLIDE

8

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Housekeeping Tasks

SLIDE

9

Please mute your phone when you are not speaking!

If you do not have a mute button on your phone...

611# to Mute

600# to Unmute

Questions may be asked by unmuting your phone or by typing those questions in the box at the bottom of your screen. We will have a Q&A period following our presenter reflections.

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Kirk Astroth



Kirk A. Astroth

Director, 4-H Center for Youth Development

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Dr. Kirk A. Astroth is a Professor and Director of the 4-H Center for Youth Development with Montana State University--Bozeman in the 4-H Center for Youth Development. Dr. Astroth brings a unique and varied background to his Extension work. For example, Dr. Astroth has worked in a variety of youth programs over the past 20 years in several states. He has worked for the YMCA as a camp counselor, served as a crew leader in the Model Cities/Neighborhood Youth Corps, and for the past 20 years has been a national leader in 4-H with the Extension Service in Kansas, Utah and now Montana. Prior to joining Extension, Kirk was a forest fire fighter for 8 years with the BLM and Forest Service until he crashed in a helicopter in 1980. Kirk was also a teacher and chairman of two departments at a private college prep school in Tucson, Arizona and loves mountain climbing, skiing and camping.

SLIDE

10

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What are two actions that you would suggest others do to enhance their leadership potential?

SLIDE

11

- Volunteer in another organization--for an international assignment, for a local non-profit, for a civic group.
- Job swap—if you are a state specialist or administrator, go work in a county office for a week. If you are a county based educator, go work in a state office for a week.

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What are things you do to intentionally “lead by example” as a leader?

SLIDE

12

- Take time off—“walk the talk” by balancing work, family and personal interests
- I try to practice “principled-centered leadership”—conducting myself from an ethical standpoint in dealings with others
- Intentionally craft a “social architecture” for our staff that is grounded in equality, openness, democratic principles, shared leadership (see attached diagram—Social Architecture)
- Constantly read to improve, gain new ideas, insights, lessons from other fields
- Seek out new experiences—run for leadership positions in the organizations with which I am affiliated.

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Clyde Chesney



SLIDE 13

Clyde E. Chesney

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Dr. Clyde E. Chesney has served as administrator of the Tennessee State University Cooperative Extension Program in Nashville since August 1998. The Tennessee Agriculture Extension System is a cooperative educational effort involving county government, the federal government, and state government through The University of Tennessee and Tennessee State University. Agents in each county, backed by specialists at both universities, conduct programs in agriculture and natural resources, family and consumer science, 4-H and youth development, and community resource and economic development.

Clyde is a 24-year veteran of the North Carolina Cooperative Extension System. He previously served as director for the Piedmont and Northern Piedmont Districts, district program leader, natural resource specialist, and 4-H specialist. While working as a natural resource specialist, he was honored for his work with the Small Woodland Owner Contactor Project and the Landownership Information Project at North Carolina A&T State University. He is a former member of Extension's National Urban Task Force, and Extension Committee on Organization and Policy (ECOP) – Personnel and Organizational Development Committee.



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What are two actions that you would suggest others do to enhance their leadership potential?

SLIDE

14

1. Develop and maintain a professional development plan based on the following:



- Spiritual gifts
- Knowledge, skills, and special talents
- Personality
- Life experiences
- Work assignments and career goals



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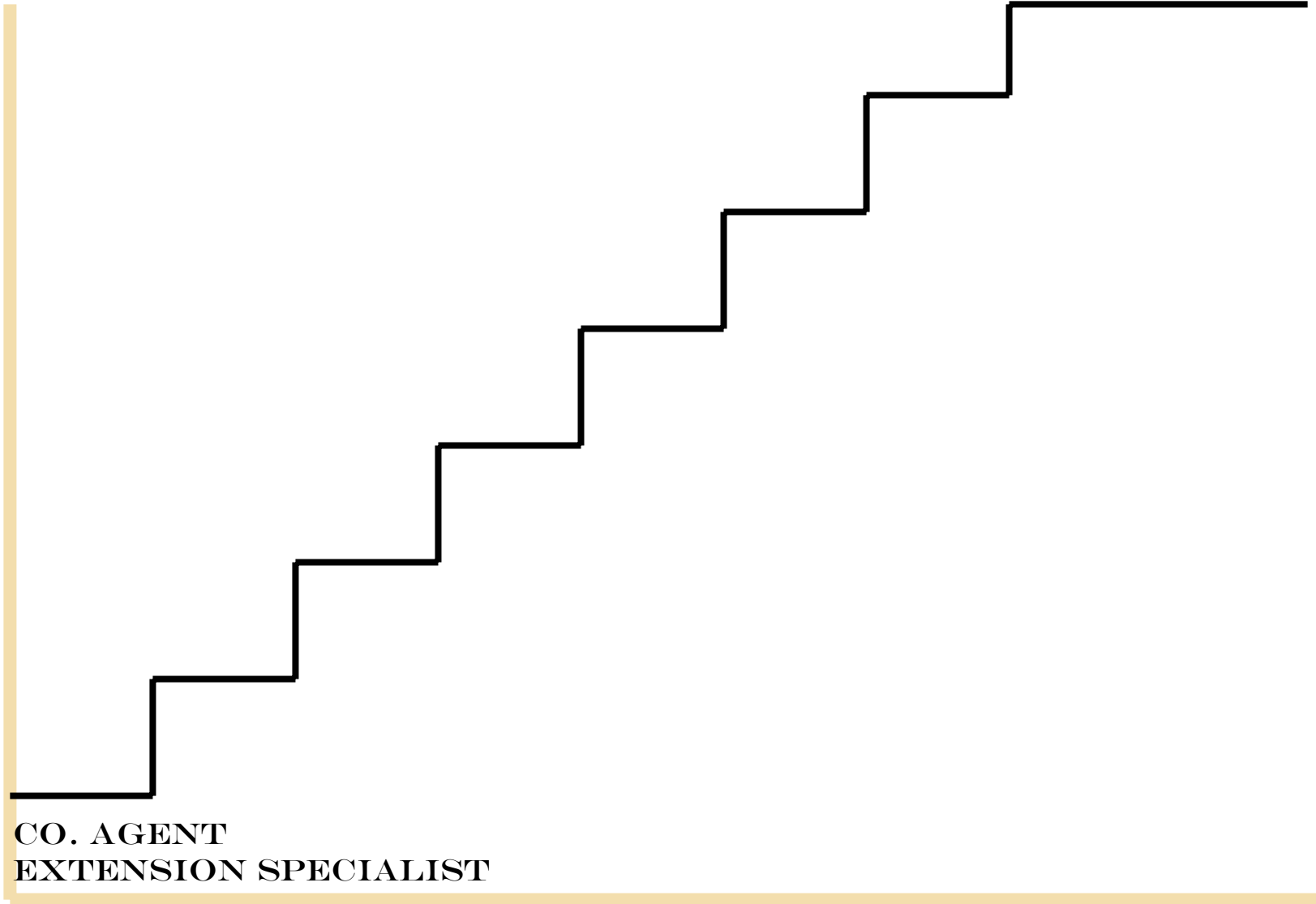
2. MAP YOUR CAREER GROWTH

INCREASE IN
RESPONSIBILITIES/LEADERSHIP/
CHALLENGE AND OPPORTUNITIES

CO. AGENT
EXTENSION SPECIALIST

4 8 12 16 20 24 28 32

TIME (IN YEARS)



From what or where have you drawn your inspiration for leadership? i.e. a person, philosophy, mentor/role model, quote, or book.

SLIDE

16

Balancing your life circles



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Laurel Kubin



SLIDE

17

Laurel L. Kubin

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Laurel Kubin, MS, CFCS, is a County Extension Director for Colorado State University, with more than 30 years experience in this role. She served as President of the Joint Council of Extension Professionals in 2001 and National President of Epsilon Sigma Phi in 2000. She has served in numerous leadership positions throughout her career, including state-wide Assistant Director/Program Leader for Family Consumer Science programs in Colorado for four years.

Laurel served as the Epsilon Sigma Phi, National Extension Fraternity: President in 2000 and as the Joint Council of Extension Professionals, National President in 2001.



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To enhance your leadership potential:

SLIDE

18

1. Study the actions of leaders you admire
 - Better: Engage them to be a mentor or coach
 - ❑ Ask them to help you reflect on your decisions, leadership styles, communication methods, behaviors

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To enhance your leadership potential:

SLIDE

19

2. Continue to learn about leadership

- Join a study group
- Read leadership books, newsletters, etc
- Take part in local leadership experiences

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Lesson's Learned...On the Leadership Journey:

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20

- Don't expect yourself to be perfect
- Form or join a mentoring group
- BE a leader: people are expecting this of you!

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Lesson's Learned...On the Leadership Journey:

SLIDE

21

- Ask yourself: Is this the right thing to do
- Always acknowledge other people's efforts and contributions
- Support colleagues in their leadership journeys

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Jim Lindquist

SLIDE

22

Jim Lindquist, Ph.D.

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Jim Lindquist, Assistant Director, Extension Field Operations, for K-State Research and Extension, provides leadership for organizational guidelines, policy, and centralized functions in supporting out-state local operations. He also provides leadership to developing districting models and other forms of agreements that enhance cooperation and strengthens the delivery of educational programs to Kansas citizens.

Dr. Lindquist assumed his current position in June, 2005. He was named Northeast Area Director in April of 1995 with added responsibilities as Metropolitan Area Director in 2003. Prior to his work as Area Director, he served for six years as the Coordinator for Kansas Extension Personnel and Recruitment. He started his Extension career in 1974 as Riley County Extension Agriculture Agent and served from 1979-1989 as Riley County Extension Director.



would suggest others do to enhance their leadership potential?

SLIDE

23

1. Participate in Leadership Development Programs
 - Leadership Manhattan
 - Leadership Kansas
 - NELD

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would suggest others do to enhance their leadership potential?

SLIDE

24

2. Practice Leadership Skills

- Seek leadership opportunities
- Read leadership literature
- Model the Way

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into your leadership? Give some examples of creativity in your leadership style?

SLIDE

25

1. Brainstorming and Creative Problem Solving
2. Win-Win Philosophy
3. The right people in the right seats
4. Refuse the status quo if it isn't working
5. Embrace serendipity
6. Networking and Relationship Building

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Scott Reed



Scott Reed

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Dr. Scott Reed is Dean and Director of the Oregon State University Extension Service. He was formerly Executive Associate Dean and Extension Program Leader in the College of Forestry at Oregon State University. Scott also held various leadership positions and served as an Extension specialist in timber harvesting and economic development at the University of Minnesota. He formerly worked with Potlatch Corporation as a research forester and land manager. He holds B.S. and M.S. degrees in forestry from Michigan State University and a Ph.D. in Forest Policy and Economics from University of Minnesota. His career accomplishments include numerous technical, scientific and extension publications, development of innovative media productions, and leadership of several large-scale Extension programs, including inauguration of the Sustainable Forestry Partnership, a national consortium of 8 universities. Dr Reed has secured 50 grants totaling more than 3 million dollars and led development of more than 80 symposia and outreach events. He has served on the US Secretary of Agriculture's Forest Research Advisory Committee, been active in the Society of American Foresters, president of the Association of Natural Resources Extension Professionals and was an intern in the Kellogg Foundation's National Extension Leadership Development Program. More than a dozen organizations have honored him with awards and recognition.

SLIDE 26

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would suggest others do to enhance their leadership potential?

SLIDE

27

1. Systematically observe and note lessons learned from established and respected leaders in your organization [passive mentoring].
2. Say yes to every opportunity to accept an assignment that:
 - Involves organizational members outside of your own unit, and
 - Strives to create or establish something that does not currently exist.

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Describe how a positive attitude or intentional thinking has played a role in your leadership success.

SLIDE

28

- People are attracted to shared positive experiences: life (and work) should be enjoyable
- Relationships matter
- A half-full glass illustrates possibilities
- While details matter, don't sweat the small stuff
- Make room on the "bus" for energetic partners: the "right" people
- Celebrate accomplishments and recognize contributors
- Ask for commitments to the next steps



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Janice Stimpson



SLIDE 29

Janice Stimpson

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Janice Stimpson has been employed as an Extension Educator in Idaho since 1971. During that time she has been active in her professional associations serving on numerous committees in the state and nationally. She served as Western Region Director in NEAFCS and currently is Western Region Vice President for Epsilon Sigma Phi. She is co-chair for the Public Issues Leadership Development conference.

She has also served on the National 4-H Strategic directions committee, The Western Region Leadership committee and the NASULGC ECOP PLC committee.



What two actions would you suggest others do to enhance their leadership potential:

SLIDE

30

1. Work well with others
2. Get out of your comfort zone

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What could the Extension system be doing to build leadership from within that it is not already doing:

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31

- 1) Identification of potential leaders
- 2) Opportunities
- 3) Compensation
- 4) Time
- 5) Encouragement

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If you would like to print a copy of today's slides:

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32

- Click on “file” in the upper left hand corner of the screen
- Click on “Print to PDF”. The slides should appear on your screen as an Adobe Acrobat file. You can save the file for printing later, or print now.

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Questions??

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33



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Archive Access After the Meeting

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34

To access the archiving of the ***Reflections on Extension Leadership Web Seminar WisLine Web*** meeting go to: <https://www.livemeeting.com/cc/wislineweb/view>

Enter Name

Recording ID: **Reflections-051214**

Reflections-060308

Recording Key: (Leave Blank)

Submit

Click View



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http://espnational.org/

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35

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The screenshot shows the Epsilon Sigma Phi Web Page. On the left is a vertical navigation menu with buttons for: National Officers, National Committees, State Chapters, ESP Handbook, Benefits, Calendar, Resources, Membership, Merchandise, Forms, Links, E-Mail, National Meeting, and History. The main content area is titled "Epsilon Sigma Phi Web Page" and includes the following text:

The Extension Professionals' Organization
Mission and Vision Statement
Creed
National Commitment to Diversity Statement

Events and Issues

- Conference Highlights from the 2005 National ESP Meeting
- 2005 Popular Report
- 2006 JCEP Regional Leadership and Professional Development Workshops
- 2006 JCEP Regional Leadership and Professional Development Workshops Flyer, Agenda & Registration
- 2006 Public Issues and Leadership Development (PILD)
- Reflections on Extension Leadership ← (A red arrow points to this link)
- ESP Connection, Summer 2005 HTML or PDF (510,978 bytes)
- "Going for the Gold"
- ESP Futuring Task Force Final Report
- "National Meeting" button links you to past and future conferences information.

 GO GLOBAL Link to International Work Opportunities!

NOTE: Some items on the web page are in Portable Document Format (PDF) and require Adobe® Acrobat® Reader in order to read them. This software is distributed without charge by Adobe and can be obtained from

Internet

Live Meeting Poll

Slide Title

How would you evaluate today's program?

- **It exceeded my expectations**
- **It met my expectations**
- **Not sure**
- **It failed to meet my expectations**
- **Why did I waste my time on this??**

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Live Meeting Poll

Slide Title

Should ESP provide additional leadership training using this delivery format?

- **Yes**
- **Maybe**
- **No**
- **Not sure**

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Comments About Today's Program?

SLIDE

38

You can submit a comment using your question box on the bottom of your screen.....

Or, send your comments via e-mail to Committee Chair, Pamela Olsen at:

pamela.olsen@oregonstate.edu

Thank you for your participation today!



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Live Meeting Web

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<http://www.espnational.org>