

# Entre Nous



## THE PUBLICATION FOR MEMBERS OF THE WISCONSIN ASSOCIATION OF EXTENSION 4-H YOUTH DEVELOPMENT PROFESSIONALS

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### “LEADERSHIP”

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Entre Nous means “between us” and serves as the official publication for members of the Wisconsin Association of Extension 4-H Youth Development Professionals.

Articles should be submitted via e-mail, either in the body or in an attached Microsoft Word document. The e-mail should be addressed to Michelle Batterman at [michelle.batterman@ces.uwex.edu](mailto:michelle.batterman@ces.uwex.edu)

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The Winter Issue of *Entre Nous* will focus on “Health” (See Editor’s Comments for details), so start writing your articles now. The due date will be February 1. You don’t have to limit your articles to the focus theme. The *Entre Nous* is your newsletter. Express yourself! Share personal and professional concerns and triumphs.

## A Word from the Editor...

*Michelle Batterman, Entre Nous Editor, Fond du Lac County 4-H Staff Assistant*

*Themes for  
Entre Nous for  
2004-2005:*

*Fall:  
Leadership*

*Winter:  
Health*

*Spring/  
Summer:  
Relationships*

As I begin my first issue of *Entre Nous*, I look back at my leadership that I have experienced over the years as a co-editor of various publications. My enthusiasm of working with printed materials started when I entered seventh grade. I joined the Jr. High School newspaper staff, wrote articles and by the time I was a freshman (at that time it was still Jr. High in Fond du Lac), I was co-editor of the school newspaper. As I look back at that time, I remember the teacher stating to me that I had real potential with working with the newspaper and I should continue it in high school. He even compiled a binder full of my articles and copies of the newspaper that I was co-editor of and said I would need it in the future. To this day, I still have that binder and even though I haven't looked at it in a very long time, it still holds meaning to me.

I joined the staff as a sophomore, but found that it was put on the back burner because my time was too stretched with sports, band, 4-H, FFA, church council and my list goes on and on. The teacher that ran the high school newspaper wanted me to continue through high school, but I just couldn't find the time. He understood, but was a tad disappointed. I, too, wished there was more time, because I did like to write.

As for 4-H, I took part in producing articles and a few radio spots as a 4-H Ambassador. I did like to write and, yes, I didn't mind doing my 4-H record book - but that is another story. For my club, I was very involved with dairy promotion and compiled a number of promotional booklets that received recognition for our club.

I always had a love for working with the newspaper. After high school and when my 4-H career ended, I went to college and joined the UW Fond du Lac newspaper team. This was a challenge too because I was very active in sports, the UW Fond du Lac Ambassadors, which was a promotion group for the school and many other activities. Then, I took a communications class and that was all she wrote. My communication's professor insisted that I participate in radio and continue my writing. So I worked very hard and produced a series of radio segments on historic athletes. That professor insisted I study communications but my love was in the agriculture field.

Then, my career took a turn when I transferred to UW River Falls. My advisor was an agriculture major and studied communications. She too suggested that I continue my enthusiasm for radio and print. Well, needless to say, I had my own radio show twice a week, I wrote for the school newspaper and I wrote for the Agriculture alumni newsletter. By the time I was a mid-Junior, I was co-editor of the Alumni newsletter and editor as a senior.



I could go on and on but as I look at my past leadership activities relating to communications; they always drive me back to writing and helping to produce some kind of printed material. I continue to submit articles to our local newspapers as well as to the *Entre Nous* and I am honored to be serving as the editor for the next three editions.

I have a true passion for communications and I try to direct youth towards this field. Today, I focus on communications with our Fond du Lac County 4-H Ambassadors. This promotional group energized me as I was growing up in 4-H and helped me to grow in my leadership duties. The Ambassadors helped me to break my shell, gain confidence in speaking in front of a group and provided me the skills to become a leader in whatever I was asked to do.

I also passed on some of my communications skills to an after-school program that I taught in Ripon a few years ago. The youth that I worked with learned how to write articles about their school, they took photos (also a passion of mine), and they produced a newspaper that we shared with some local marines that were stationed overseas. The marines really enjoyed reading about the school and the youth loved sharing their stories with them.

As I enter this first issue as editor, I hope my past leadership skills in previous publications come back to me and I am able to help produce the three issues to your expectations. It is challenging to follow the footsteps of last year's editor, Dawn Schneider-Langlade County 4-H Youth Development Agent because she did such a wonderful job. But, on the same note, I am up for the challenge of working on these next few editions.

Don't forget that the winter issue will focus on Health and the Spring/Summer will focus on Relationships. I look forward to reading those upcoming articles so get your pens, pencils, computers or whatever you use as a writing device and share your stories with your fellow colleagues. We can only learn from others and here is your chance to make news and spark ideas for others. Remember: "Leadership is not magnetic personality—that can just as well be a glib tongue. It is not "making friends and influencing people"—that is flattery. Leadership is lifting a person's vision to higher sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations."-- Peter F. Drucker

*"I am not an  
upfront leader,  
unless of  
course I need  
to be!"  
-Barb Barker*

## President's Message...Leadership

*Barb Barker, WAE4-HYDP President and Waushara County 4-H Youth Development Agent*

As I think about this issue's topic of leadership and what to write, I am taking a look at myself as a leader. I am not an upfront leader, unless of course I need to be! The person I replaced in Waushara County eleven years ago was described to me by one of my office colleagues as someone who wore "the clover on her sleeve." He was implying that if I wanted to be successful I needed to do that too! As I write this article, I am wearing my Wisconsin 4-H denim shirt. It is not because I have to do that to be successful. I wear it

*"I prefer the role of coach and work at nurturing the different strengths people bring to leadership roles."*  
-Barb Barker

because I am proud of what 4-H offers to our young people as well as the adult volunteers! I also am proud of the job that I hold. I was told by another colleague that I needed to be a "cheerleader" to be successful in this job. I prefer the role of coach and work at nurturing the different strengths people bring to leadership roles. I enjoy helping them to be successful at the challenges they undertake to grow through a new leadership role. Each of us has an approach as a leader that works best for us. It is always good to receive constructive feedback from which to grow but taking that advice and fitting it to who you are is also, in my way of thinking, important.

As a leader, I identify goals, figure out what needs to be done to achieve them and then do it. Sound simple enough and very familiar? I sometimes feel my colleagues have too much faith in my leadership abilities. When I served on SRP, I was nominated to be chair and the motion passed before I was able to convince them that someone else would be much better suited for the job! In retrospect, I am very honored that my colleagues put me into that position so that I could further develop my leadership skills. It's the same line I use when recruiting volunteers to take on what certainly would be a less complex job than chair of SRP, but maybe with their experience, a job they view as potentially being very challenging! This experience reinforced for me that as a leader of a group, you need to use the talents and resources that each person brings to the group to make the group work best and carry out tasks of the committee! I was continually impressed (and thankful!) that when something needed to be done, there were no long pauses waiting for someone to volunteer to do the job. Another bonus of being on this committee, was the opportunity to get to know very well some of my colleagues from across the state with whom I had no previous connection.

I hope to fulfill your expectations as I serve as president of your association. In continuing my approach of being someone who helps make things happen from somewhat behind the scenes, I would ask you continue to look for opportunities to grow personally while contributing to your profession. We have great leadership on our board and will see new ideas being implemented this year to increase the recognition of our colleagues and reduce our workload. As I write this, thirty-five of our members are either in Oklahoma, packing their bags or hitting the roads or airways! This says a lot for our commitment to preparing for hosting the 2006 NAE4-HA Conference in Milwaukee. Merry has invited all association members to be a part of this effort by attending a planning day at the JCEP conference in Milwaukee. Take on that challenge, grow in some new ways and get to work with some of your colleagues that you have not had a chance to do so yet!



“You can be in on the fun and excitement by joining one of the conference teams – Facilities, Awards and Recognition, Programs, Operations, Finance, or Public Relations.”  
-Merry Klemme

## WAE4-HYDP Plans for the “Quest for Spirit and Imagination” Conference

Merry Klemme, Calumet County 4-H Youth Development Agent  
Tri-Chair, 2006 National Conference

Are you ready to start the Quest? Well, if you’re not, you better get ready. We are less than two years away from welcoming 4-H youth development professionals from all over the USA and Canada to the beautiful state of Wisconsin in October of 2006. If you haven’t heard (and you would have had to been living under a bushel basket if you haven’t) the National Association of Extension 4-H Agents (NAE4-H) will be holding its annual conference in Milwaukee that year.

You can be in on the fun and excitement by joining one of the conference teams – Facilities, Awards and Recognition, Programs, Operations, Finance, or Public Relations. Many of us have all ready gotten on the “train” but there is plenty of room for more. Take a look at the conference web site to learn more about what’s going on and how you can get involved - <http://www.uwex.edu/ces/4h/nae4ha/index.html>.

Many conference committee members went to the Oklahoma NAE4-HA Conference this year. At the conference they had the opportunity to “shadow” the Oklahoma Conference committee chairs and learn a little bit (or a lot).



**2006 NAE4-HA Conference  
October 22-26**

On March 29, 2005, all those who are on committees currently, and all of those who think they might be interested in getting involved, will be meeting in Milwaukee at the Hilton to share what they have learned in Oklahoma, continue to make plans for the 2006 conference, and get motivated (dare I say “pumped up”) for the year-and-a-half ahead. You are invited to join us. Watch your e-mail and the next *Entre Nous* for more details.

Get ready! The Quest for Spirit and Imagination is taking over the world. (Oh, I hope not! But it will be big!)

“Understanding ourselves helps us be better prepared to function effectively in our leadership roles. . .”  
-Annette Bjorklund

## Leadership--A Quality That Makes Some Stand Out from the Rest

Annette Bjorklund, Washburn County 4-H Youth Development Educator

This is the slogan of the Wisconsin Rural Leadership Program, a two-year leadership development program for those of us who live in Wisconsin and are interested in becoming stronger, better leaders in our communities and organizations.

I have the privilege of being a member of Group XI of WRLP along with 27 other residents of our state. We began our two-year journey in July when we met in Madison for 3½ days to learn more about our state government. In September, we met in Tomahawk for our seminar on Leadership and Community.

In this seminar, we were challenged to think about our own leadership abilities, assumptions, and values and how those influence the way we lead. Understanding ourselves helps us be better prepared to function effectively in our leadership roles. We discussed reflection as a skill for leaders to have. We participated in several experiential activities to understand leadership dynamics in groups. We completed the Colors personality assessment to learn about our preferences and how to work more effectively with others. We looked at how to provide leadership during change. We considered how ethics affect leadership and decision-making.

Bill Rizzo, Community Resource Development Educator in Dane County, was a seminar planner and presenter. He led us through an exercise to help us develop our own personal leadership philosophy. Here are the elements to consider. I'd encourage you to ask yourself these questions and think about your leadership philosophy.

#### What leadership is to me

- Upon which theoretical traditions(s) is my personal leadership philosophy based?
- What distinguishes effective leadership from ineffective leadership for me?

#### Why I lead

- What do I hope to accomplish for myself as a leader?
- What do I hope to accomplish with and/or for others through my leadership?
- What do I hope to accomplish for my community/organization through my leadership?

#### How will I practice leadership

- In which ways do I want to lead?
- What ethical principles will guide my leadership?
- What are my individual strengths and how will I use them to be the best leader I can be?
- What are my individual challenges as a leader and how will I manage them?
- What do I need to do to continue to grow as a leader?

If you're interested in doing some reading on leadership, here are two books I would recommend.

*The Fifth Discipline: The Art and Practice of the Learning Organization*, by Peter Senge (1990).

*Deep Change: Discovering the Leader Within*, by Robert E. Quinn (1996).

In our roles as 4-H Youth Development professionals, we have the responsibility of providing leadership within our counties, both for the

"In our roles as 4-H Youth Development professionals, we have the responsibility of providing leadership within our counties, both for the traditional 4-H club program and in working with community partners ."  
-Annette Bjorklund

traditional 4-H club program and in working with community partners. In addition, we are in the position of helping youth and adults develop and grow in their leadership capacities. Wow! I'm starting to look at this responsibility in a different light! I'll share with you two questions I have about my own leadership that I'll be exploring through my WRLP experience. How can I become more thoughtful and reflective about who I am and what I do as a leader? How does what I do as a leader inspire or not inspire others to grow as leaders themselves?

The Wisconsin Rural Leadership Program is an awesome professional development opportunity. A new group starts every two years. Consider applying for Group XII (20062008). For more information on WRLP, visit [www.uwex.edu/ces/wrlp/index.html](http://www.uwex.edu/ces/wrlp/index.html) or I'd be happy to talk with you as well. You can also contact our colleagues and graduates of WRLP Fariba Pendleton (Group VIII) and Dan Renzoni (Group IV).

## I Dare You!

*Myrna Rhinehart, Marquette County 4-H Youth Development Agent*

One of the awards that are given at Marquette County 4-H Achievement Night is the I Dare You Leadership Award. The award consists of a certificate with the recipient's name and the book *I Dare You!*

The book was written by William H. Danforth, the Founder and Former Chairman of the Board of Ralston Purina Company. While I was ordering the book for this year's recipient, I dug the office's copy of the book off the shelf. Since I had never taken the time to read the book, I decided that I better take a peek. (In my legalistic fashion, I resolved that, "One never knows what could be in that book that we have been so faithfully distributing all these years.")

If you have never breezed through this little book, I highly suggest that you retain one. It is available from the American Youth Foundation at [www.ayf.com](http://www.ayf.com). I think that you will be amazed at the content of the book and how it challenges the reader to become more than average. It discusses how you can be more adventuresome, creative, sharing, and challenges you to develop a magnetic personality and to build character. It is an easy read with lots of real-life story examples in each chapter. Even skimming it like I finally did after giving this award for a number of years, I got excited about the possibilities that this book holds.



Here are some excerpts from the book:

“Daring people can't afford not to think. Just as you can't afford not to exercise. The big prizes are for those who dare to think hard, to think often, to think creatively....Stagnant minds are the greatest obstacles to progress.”

“One never knows what we could be in that book that we have been so faithfully distributing all these years.”  
-Myrna Rhinehart

“If you think that your life is perfectly fine the way it is, then leave it on the shelf. But if you desire to be greater, I Dare You to read this book.”

-Myrna Rhinehart

“Mr. Kettering got tired of jumping out of his car and cranking it up. Why not start the car from a switch on the dashboard? Off went the creative mind on another excursion - the self-starter was the result.”

“But the big thing is, have you got that something called Personality...I am looking for that indescribable quality which attracts people to you. If you give me a flabby handshake, if you have a grouchy look with the corners of your mouth turned down – we don’t want you around. Faces that smile, voices that ring, steps that are firm, interests that are broad – likeable personalities. These are the things that attract businesses and the whole world, too, for that matter...I dare you to develop that magnetic personality that will lead and inspire others.”

To say the least, I have been in some sort of a slump, with budget constraints, lack of support staff help, and trying to balance work and home (with a two-year-old boy). I’m pretty sure that my God took a teachable moment in time to help me dust off the cover, crack open the binding, and breathe in what Mr. Danforth had to say. And it is a breath of fresh air.

I Dare You to read this book. This isn’t the kind of book that you take home and read in bed. You need to keep it on your desk, and peruse a few sentences each morning to start your day. It will give you ideas and energy. As a Department Head, I’m considering getting a copy for each member of the office to motivate, challenge them, and potentially increase productivity. It may not touch all of them the way it grabbed me, but it’s a start. If you think that your life is perfectly fine the way it is, then leave it on the shelf. But if you desire to be greater, I Dare You to read this book.

*“You have one life to live. What are you going to do with it?”*  
William H. Danforth

“It would appear that "leadership skills" is something everybody wants. And, this demand has created a nearly unlimited supply: everybody's practicing it, teaching it, and perhaps, even making a buck from it..”

-Carolyn L. Belczyk

## Leadership Skills....

*Carolyn L. Belczyk, Department Head/4-H Youth Dev Educator  
University of Wisconsin-Extension in Walworth County*

I "Googled" that phrase, and I got back 5,800,000 results. Wow! It would appear that "leadership skills" are something everybody wants. And, this demand has created a nearly unlimited supply: everybody's practicing it, teaching it, and perhaps, even making a buck from it.

Among the first 30 results I found no mention of either Cooperative Extension or 4-H. There were, however, numerous books and seminars offered, and I found the following ten leadership tips attributed to Jack Welch, Chairman of GE. They're good tips, and in line with the messages we receive from Arlen Leholm, Dean of Cooperative Extension, on this topic.

“The new 4-H branding statement, the one we're all using as part of our email signatures and, hopefully, putting out there through other media, states that "4-H is a community of young people across America who are learning leadership, citizenship and life skills."  
-Carolyn L. Belczyk

1. There is only one way - the straight way. It sets the tone of the organization.
2. Be open to the best of what everyone, everywhere, has to offer. Transfer learning across your organization.
3. Get the right people in the right jobs - it is more important than developing a strategy.
4. An informal atmosphere is a competitive advantage.
5. Make sure everybody counts, and everybody knows they count.
6. Legitimate self-confidence is a winner - the true test of self-confidence is the courage to be open.
7. Business has to be fun - celebrations energize the organization.
8. Never underestimate the other guy.
9. Understand where real value is added, and put your best people there.
10. Know when to meddle and when to let go - this is pure instinct.

The Boy Scouts of America's Wood Badge program was also prominently featured. This web site provided a concise list of the "Eleven Leadership Skills" taught in this training. They are: Communicating, Knowing and Using the Resources of the Group, Understanding Characteristics and Needs of the Group, Representing the Group, Setting the Example, Planning, Controlling Group Performance, Evaluating, Effective Teaching, Styles of Leadership, and Counseling. You have to admit that it's an impressive list.

So, what's my point? Simply that Cooperative Extension and 4-H don't have a corner on the "leadership skills" market. The new 4-H branding statement, the one we're all using as part of our email signatures and, hopefully, putting out there through other media, states that "4-H is a community of young people across America who are learning leadership, citizenship and life skills." It's a start. But, more needs to be done to sharpen our message, focus our programs, and, in short, sell what we're doing in a very competitive marketplace.

“She said you could learn about different projects, learn more about the community, show at the county fair, but the one thing she said that I will never forget is, “that you learn about yourself and what you can achieve through failures and achievements.”  
-Karen S. Sipple

## Who Taught Me 4-H Leadership?

*Karen S. Sipple, 4-H Youth Development Agent- Clark County*

Growing up in rural Dunn County in a small farming community, my first introduction to 4-H was from a neighbor lady who was the club leader of the Spring Brook 4-H Club. Millie Bjork was a person who found the best in everyone whether you were 9 or 90.

You could learn if you were a 4-H member. She said you could learn about different projects, learn more about the community, show at the county fair, but the one thing she said that I will never forget is, “that you learn about yourself and what you can achieve through failures and achievements.”

Over the next several years, I had what I thought were lots of failures. I tried very hard in all of my project work, helping the club in community service projects and being a member of the club's softball teams (yes



in Dunn County there were four different leagues you could play in). No matter how we did as a club or as individuals, Millie was always there to support us and give us encouragement.

When Millie retired in the late 1960's, my mom and dad took over the club as the general leaders and tried to follow the example that Millie had set. They were great leaders in that they trusted youth to make decisions- some that worked and some that didn't, but through it all we learned about each other and ourselves.

Since those years as a 4-H member of the Spring Brook 4-H club, many of the members have gone on to take leadership roles in other 4-H clubs, other organizations and, yes, even in corporate America. And when we get together during community events, holidays and family reunions, we always talk about the good old days as 4-H members, what we did, what we achieved and most of all what we learned from those adult leaders who were our guides into the world of what a true leaders can do- teach others!

## What Kind of Leader are You?

*René L. Mehlberg, Winnebago County 4-H Youth Development Educator*

“Each one of us holds the capacity through our leadership to make a difference in others’ lives, their communities, their country and their world..”

- René L. Mehlberg

4-H is just one of the many youth organizations that is full of leaders, both adults and youth. In these organizations, there are others who have leadership qualities that have not been tapped into yet. It may be easy to identify a leader, but what is leadership? The authors of the 4-H leadership literature, “Step Up to Leadership” define leadership as, “The ability to influence and support others in a positive manner for a common goal.” They go on to say that leadership is a set of skills and attitudes that can be learned and developed that will help the leader influence the actions of others.” All people have leadership potential. Youth at any age can begin to develop leadership skills in their homes, schools, and clubs. Each one of us holds the capacity through our leadership to make a difference in others’ lives, their communities, their country and their world. But what you do with it is your choice.

The authors also define two models of leadership. Both are needed to make an organization successful.

**Transactional Leadership** is “product oriented: the leader sets up the rules and procedures to make a product, and those led comply with the rules to produce the project. To be a leader under this model means to “do.” This type of leader is in charge of meetings, makes decisions, tells people what to do, speaks to groups, and writes letters or memos. A transactional leader values problems and solution identification.

- Makes decisions – even if everyone has not been heard – in order to move forward
- Uses standards and principles as guides in decision making



- Develops self to be a better decision maker for the group
- Gets things done
- Recognizes the importance of the end product
- Takes charge (personal power)

**Transformational Leadership** involves helping people transcend their own self-interests for the good of the group, organization, or society. The developing leader considers their long-term need to develop themselves, rather than immediate needs. Transformational leadership focuses on the “process” of leadership and what it “means” to be a leader. A transformational leader is someone who:

- Values the participation of others
- Takes all viewpoints and advice into account before making a decision
- Considers individuals with their contexts and situations
- Uses individuals to test decisions
- Develops the self first to be a better contributor to the group
- Learns from experiences to generalize to “real” life
- Shares leadership (group power)

To have a successful organization, both styles of leadership are needed. There are times when a person needs to be the “to do” leader to help move the group forward. Likewise, there are times when it’s more important to make sure that all people involved have a say.

***So, how do you use your leadership potential?***

Many people are already using their leadership skills to help make the best better. But I believe that everyone, youth and adults, alike have the ability to be a leader. Each of us can influence and support others in a positive manner for a common goal.

No matter what organization or group you are with, if everyone uses their leadership potential, success is bound to happen!

**Is Leadership Taught Or Caught?**

*Wally Hitt, Marinette County 4-H Youth Development Agent*

Many years of research has resulted in a myriad of books, as well as a proliferation of definitions of leadership. In addition, ever since the concept of leadership was first espoused there have been different opinions on whether leaders are born or made.

*“Leaders are made, not born”* said Vince Lombardi, who was the Green Bay Packers greatest coach. He said it, and then he made it happen.

On the other hand, one could argue that without a person who was a born leader, Bart Starr (Green Bay’s great quarterback of the 1960s), Vince Lombardi may not have become so well known.

“But I believe that everyone, youth and adults alike have the ability to be a leader.”  
- René L. Mehlberg

“Thus, I believe that leadership can be taught, but that a person’s natural ability puts limits on the degree of development.”  
- Wally Hitt

“However, the most effective leaders are both feared and loved.”  
- Wally Hitt

Did Vince Lombardi teach Bart Starr to be a better leader? I am sure nearly everyone would say yes, Lombardi did that. Could the same results have been accomplished with someone who had less innate talent and leadership ability? I don't think so.

Would Bart Starr have been such a great quarterback without Vince Lombardi? Again, I don't think so.

Thus, I believe that leadership can be taught, but that a person's natural ability puts limits on the degree of development.

In 4-H, leadership is a hands-on experience. It can be as simple as seconding a motion — remember, a motion without a second is dead. When I teach the low ropes challenge course at camp, I use it as an opportunity to teach leadership. One aspect of leadership is making a suggestion in the human knots activity. I also point out to the campers that each time he/she makes a suggestion it influences the group, and this is what leaders do. Therefore, he/she can be a positive influence in any group in which he/she is a part. If someone suggests that the group do something negative, he/she can speak up to help the group move in a positive direction.

I stress to the group that good leaders need good followers. For example, if someone says, “*Let's do this*” and no one acts on the suggestion, it is like making a motion which fails to get a second (in a meeting). A leader needs support for an action to be taken. Good followers support good leaders. Effective leaders are also good followers and support others whenever it is appropriate.

A leader who never gives anyone else support is ineffective as a leader. Related to this issue is whether fear or love is the most effective motivator. Are followers more motivated to do a job out of fear or out of love?

Fear will cause a person to do a job; however, it will limit a person's willingness to take risks or to do extra. Love will also motivate a person to do the job. However, the most effective leaders are both feared and loved.



Leadership ability is a talent some people just naturally possess more of. When a 4-H leader works with club officers, he/she learns how to nurture leadership in others. A positive relationship with a caring adult facilitates learning in informal ways. Thus, learning how to lead happens by observing (it is caught), as well as being taught.

“The mission of WAE4-HYDP is to promote, strengthen, and advocate the Extension 4-H Youth Development profession while providing a safe forum, camaraderie, support, and recognition of its members.”  
- Joan Wimpe

# Regional Recognition for Wisconsin 4-H Youth Development Professionals

*Joan Wimpe, 4-H Youth Development Douglas County UW-Extension*

The Wisconsin Association of 4-H Youth Development Professionals consists of many individual members with a variety of outstanding leadership skills. The mission of WAE4-HYDP is to promote, strengthen, and advocate the Extension 4-H Youth Development profession while providing a safe forum, camaraderie, support, and recognition of its members. The Awards and Recognition program acknowledges and rewards professionals who, through their own personal leadership skills, have demonstrated success in their respective fields. They have also encouraged and planned for the development of leadership skills in youth and adults.

In 2004, we are proud to announce two state award recipients who were also selected to receive awards and recognition from the North Central Region of the National Association of 4-H Youth Development Professionals.

- **Successful Program Recognition**

- **Search for Excellence in Teen Programming—Team**

- Merry Klemme, Rene' Melhlberg, James Pointer, Paula Huff, Karla Voss, Kristin Wegner

- “4-H Winter Camp Leadership Adventure Camp”

- Youth, grades 6-8, participated in a weekend long leadership training camp focusing on teamwork, communication, decision-making, and planning and organizing, Youth graduates of the program joined the planning team the second year of the program to share their ideas for the program and will help teach the leadership skills session.

- **Communicator Awards**

- **Educational Piece—Individual**

- Paula Huff

- “Your 4-H Insect Collection”

- This educational piece was designed to provide additional support in the entomology project for youth and project leaders. The materials were taught at project meetings and a Fall Project Kick-Off by the author and a youth leader. The packet established a connection between the information fair judges receive and the educational material taught in the county.

All of us would like to extend our congratulations to these award recipients. If you're interested in learning more about how WAE4-HYDP can help broaden and sharpen your leadership skills, contact your district representative.

## 2004-2005 WAE4-HYDP Board of Directors

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### Fast Fact

WAE4-HYPD works in conjunction with the University of Wisconsin-Extension – an EEO/Affirmative Action employer. WAE4-HYPD provides equal opportunities in programming, including Title IX and ADA requirements.

Please call (608) 297-9153 to make requests for equal access to the materials within.

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