

Relational Leadership

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3/3/2009

Relationship-Building Toolbox

- ▶ What tools do we have in our toolbox?
 - ?
 - ?
 - ?

3/3/2009

Relationship-Building Toolbox

- ▶ RBC
 - DISC Indra
 - Team profiles
- ▶ Multicultural awareness
- ▶ Emotional intelligence
- ▶ What's missing?

Relationship-Building Toolbox

- ▶ RBC
 - DISC Indra
 - Team profiles
- ▶ Multicultural awareness
- ▶ Emotional intelligence

- ▶ Colors
- ▶ Covey
- ▶ Crucial Conversations
- ▶ Managerial Leadership
- ▶ Meyers-Briggs
- ▶ Political Effectiveness

Responsibility Based Culture

- ▶ Building high level of trust at all levels
- ▶ Learning to share information freely
- ▶ Discussing feelings and opinions without hidden agendas
- ▶ Learning to make expectations clear
- ▶ Resolving disagreements without formal processes
- ▶ Valuing differences
- ▶ Respecting colleagues for contributions and input
- ▶ Learning to keep commitments
- ▶ Striving for excellence
- ▶ Counting on each other for support

Multicultural Awareness

- ▶ Increasing self-awareness of multiculturalism
- ▶ Valuing and building on the strengths and abilities of all our staff
- ▶ Enhancing ability to apply multicultural concepts and practices in our work
- ▶ Improving ability to recruit and retain a diverse work force
- ▶ Changing our organization

Emotional Intelligence

- ▶ Self awareness
- ▶ Self management
- ▶ Social awareness
- ▶ Relationship management

We are Relational Leaders

- ▶ Relational Leadership is about the relationships we form with
 - Ourselves
 - Those around us
- ▶ As relational leaders, we are ...

Strategic Plan

- ▶ Importance of relationships within goals
- ▶ Building Relationships about our Community-Based Research, Education, and Outreach Scholarship Niche
- ▶ Goal one - ... and communicating the value of ...
- ▶ Goal two – Build passion for community-based research ...

Strategic Plan

- ▶ Importance of relationships within goals
- ▶ Structuring Ourselves for Success
- ▶ Goal one - ... consistently, efficiently, and effectively address ...
- ▶ Goal two – ... support areas of high need, cross-district and cross-program area innovation, flexibility, timeliness and results ...
- ▶ Goal three - ... agreements based on state and county needs identified in educational planning processes .
- ▶ Goal four - ... facilitate organizational learning and promote efficient and effective communication across Cooperative Extension .

Strategic Plan

- ▶ Importance of relationships within goals
- ▶ Gaining Resource Engine Momentum
- ▶ Goal one - ... that supports innovation, flexibility and timely responses ...
- ▶ Goal two - ... Cooperative Extension must grow its resource engine .
- ▶ Goal three - ... develop the fiscal competencies of its personnel, creating the knowledge and expertise needed for leadership succession, and increasing trust in resource decisions.

Strategic Plan

- ▶ Strategies
- ▶ Updates on Strategy Implementation
 - Upcoming addition to the web site
- ▶ Parallel Implementation Processes
 - Guiding principles
 - CEAC
 - Implementation team
 - Short-term assignment to guide rest of implementation process (Will be soliciting volunteers.)
 - Mission, Vision, Values Implementation Team
 - Short-term assignment to review the committee's work on these important foundation pieces (Will be soliciting volunteers.)
- ▶ Budget reduction decisions

State of the Budget

- ▶ 5 percent increase to Smith Lever for FY '09
- ▶ Deficit challenges of FY '10 may pinch Smith Lever funds
- ▶ Communicating Value
 - USDA example of the national network with Ralph Otto, USDA-CSREES
 - FSNE/EFNEP conversation with Paul Carver, Rep. Obey's office

State of the Budget

- ▶ State news
- ▶ \$174 million reduction to UW-System
- ▶ Next steps
- ▶ Communicating Value – Legislative Visits and Your Contacts
 - Rep. Hintz – build on CE relationship built on housing coalition work into broader issues facing Winnebago County and Oshkosh
 - Rep. Ott – build on long-term relationship with Calumet County office and his role as Chair of the Assembly's Ag Committee
 - Sen. Hraychuck – build on CE relationship from her Polk County role into seeing us as a broader resource

State of the Budget

- ▶ County News
- ▶ Shared revenue
 - Impacts not well known
- ▶ Levy limits
 - Talk of lifting these
- ▶ Communicating value
 - Your stories!

State of the Budget

- ▶ Common Themes:
- ▶ Challenging Times
- ▶ Telling our Story
- ▶ Return on Investment
- ▶ Building Relationships
- ▶ Communicating Value

Political Effectiveness...

- ▶ Is everyone's role and responsibility
- ▶ Is part of transformational education
 - Seeking higher levels of engagement to find solutions to complex issues facing communities
- ▶ Includes interpersonal skills and our valued impacts and outcomes
- ▶ Is relational leadership in action
 - creating positive relationships in and outside of an organization