

Celebrating Our Uniqueness – Building A Successful Future!

Richard Klemme
Dean and Director
Cooperative Extension

Conference Summary – What Did I Learn about our Uniqueness?

- Extension education is a 2-way street
 - Poster traffic
 - Service learning
 - Concurrent sessions
- Scholarship matters
 - Poster and concurrent sessions content
 - Recognition by peers
- Partnerships are key
 - Content and recognition
- Collegiality and celebrations are part of us
 - Olympiad
 - Awards banquets
 - Throughout the conference

Conference Summary – What Did I Really Learn?

- I am apparently more gullible than you or I thought.



Conference Summary – What Did I Really Learn?

- We really are into celebrations!



Conference Summary – What Did I Really Learn?

- WACAA is more talented than our apparent stereotypical view.
- Paul Dyk really can't sing, although the effort was appreciated.
- Surprisingly few staff can assemble overhead projectors, that might be a bit self-revealing about age.

Conference Summary – What Did I Really Learn?

- And finally – ETIQUETTE!

Name tag location

Number of shakes in a hand shake

Continental food order

10 and 2

Historical Overview – What I Have Reinforced in My First 14 Months

- Our local presence is valuable.
- Our research base is essential.
- We have a great people base and a strong organization.

Historical Overview – What I Have Reinforced in My First 14 Months

- A closer alignment and/or improved consistency in the entire promotion experience.
- My respect for our governance groups and your ability to address these issues.

The Challenges for Our Future – How Can We Be Better?

- Can we go from good



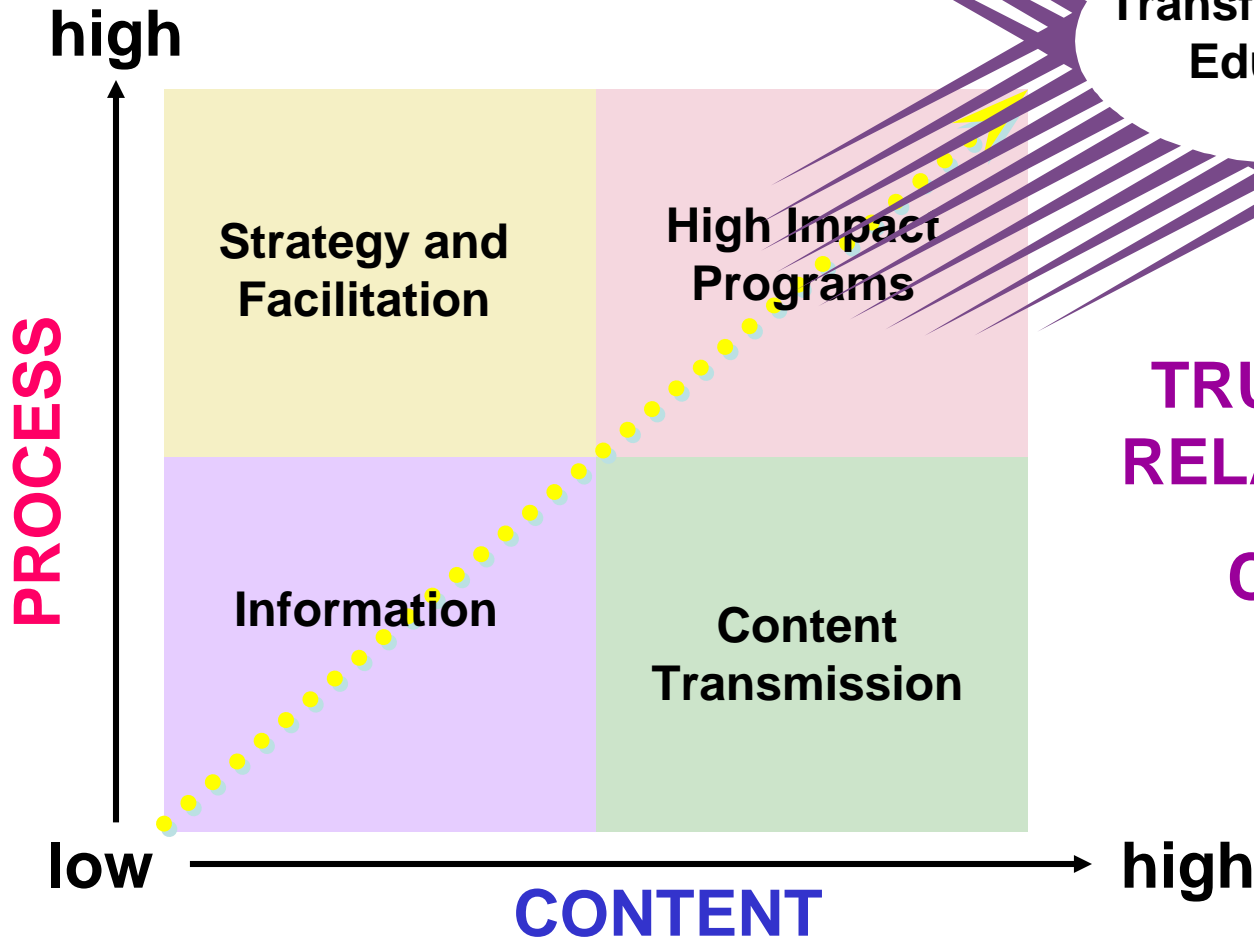
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and Others Don't.
GOOD TO GREAT
JIM COLLINS
Author of *The 7 Habits of Highly Effective People*
and *Good to Great*

The Challenges for Our Future – How Can We Be Better?

- ... to great?

The Challenges for Our Future – How Can We Be Great?

**Build on our
Foundation of
Transformational
Education!**



Adapted from Merrill Ewart's Model,
Process and Content

Responsibility-Based Culture (RBC)

- Introduced to build more productive work environments
 - Trust-based relationships
 - Leadership development
- More productive work environments are the building block for even better Transformational Education

RBC Developers – We thank you!

- Nan Baumgartner
- Tom Blewett
- Jerold Braatz
- Nancy Brooks
- Sue Buck
- Gayle Coleman
- Howard Fenton
- Yvonne Horton
- Annie Jones
- Larry Jones
- Arlen Leholm
- Shelley King-Curry
- Sharon Klawitter
- Christine Kniep
- Jennifer Lord
- Vallerie Maurice
- Debra McRae
- Dick Pederson
- Dan Renzoni
- Bill Rizzo
- Lesly Scott
- David Williams

The RBC journey

- September 2004, leadership retreat
- October 2004, survey of organizational culture
- February-March, 2005, survey results shared
- May- August 2005, DiSC Indra surveys
- January 2006-March 2007, RBC sessions held
- January 2006 to present, distributive learning

RBC - Celebrations

- Expects and values personal responsibility
- Teaches us how to build trust
- Builds leadership across CE
 - (Everyone is a leader!)
- Enhances communication through a common language
- Creates transparency



RBC - Celebrations



- Table discussion question:
 - Discuss RBC successes and give 2-3 examples to share.

Achieving Transformational Education

- Trust-based relationships
 - Necessary to achieve our unique niche
 - Locally based educational programming
 - Effective partnerships
 - Cross program area educational programming in the county and across the state

Achieving Transformational Education

- Leadership Development
 - Personal
 - Interpersonal
 - Organizational

Achieving Transformational Education

- Leadership Development
 - Personal and Interpersonal Skill Development
 - Colors
 - Conflict Resolution
 - Covey
 - Disclndra
 - Multicultural Awareness
 - Myers-Briggs
 - Other

Achieving Transformational Education

- Leadership Development
 - Organizational Skill Development
 - Engagement
 - Holistic needs assessment
 - Effective team/work group development
 - Outcome driven education
 - Scholarship
 - Communicating value
 - Alignment in resource allocation, rewards, and recognition

Steps we're undertaking for future success...

Addressing the scholarship/promotion issue among colleagues.

Developing an organizational development process based on the best of RBC, MAT, CPAG, and other tools/methods as appropriate.

Engaging in a real strategic planning process that is about organizational development.

Continuing/on-going program planning that builds on constituent needs, resulting in transformational education at the individual, office, and team levels.

Informing and educating policy makers about how Cooperative Extension has evolved.

Creating effective strategies to address career path and retention issues in a changing professional work force.

Next steps...

- Complete the strategic planning process, moving into the implementation phase.
- Integrate trust-based relationships and leadership development into the strategic plan.
- Continue great programming as more counties move to centralized leadership and/or small county board size.
- Examine the mission, value, role and composition of WACEC.
- Focus attention on developing relationships with elected officials.
- Expand our perspective of county government as a constituency.

Celebrating Our Uniqueness!

- Questions?

