

# Teams



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# Teamwork is

A small number of people with complementary skills who are equally committed to a common purpose, goals and working approach for which they hold themselves mutually accountable.



# Reasons for teams – My Experiences in CIAS and ANRE

- Build core group around common interest
- Combine resources
- Create synergy among committed members
- Empower leadership in both county and state based staff
- Improve communication between and among county and state based staff
- Be mutually accountable



# Early Lessons Learned – My Experiences in CIAS and ANRE

- Cultures matter – ANRE was not ready for “Issues” teams only, needed to include “Systems” teams.



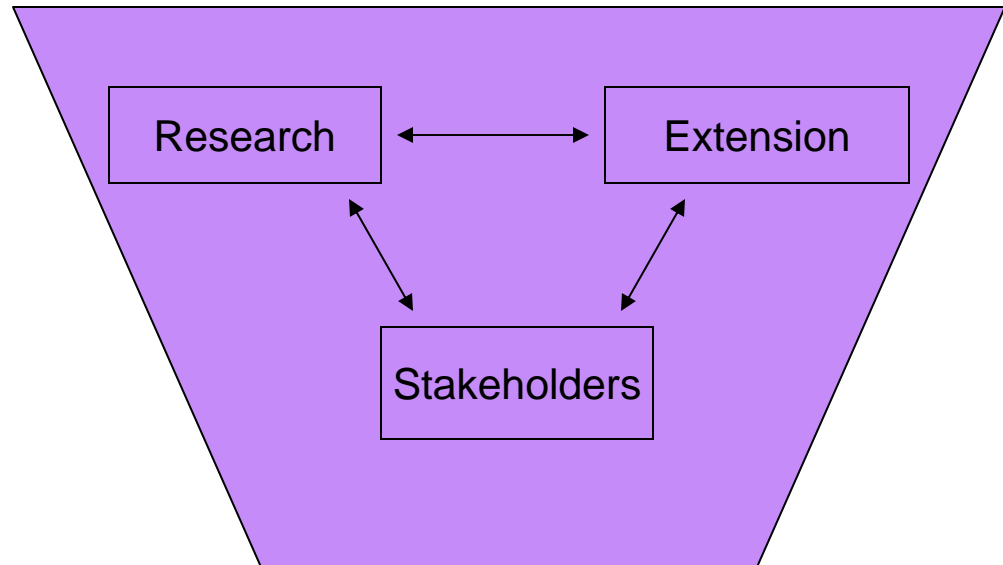
# Early Lessons Learned – My Experiences in CIAS and ANRE

- Early CIAS and ANRE teams turned out to be communications umbrellas that fostered and supported real teams – work groups that
  - Identified issues
  - Developed outcome-based educational programs
  - Communicated value
  - Shared resources and became a resource network
  - Improved the scholarship of individual and collective educational programs



# Team Vision

**Engaging partners in an active continuing self-directed team**



# Team Expectations - General

- Cooperative Extension faculty and staff are encouraged to become involved in teams, as appropriate to their positions.



# Team Expectations - General

- Teams are expected to positively impact program development and effectiveness.



# Team Expectations - General

- Working within a team is expected to increase the expertise of all team members and strengthen working relationships between county- and state-based colleagues.



# Team Boundary Conditions

- Identify co-chairs, whenever possible, one county-based and one state-based colleague, who model shared leadership



# Team Boundary Conditions

- Prioritize state needs assessments and create a team plan of work, including an evaluation plan, posted on the Cooperative Extension website.



# Team Boundary Conditions

- Identify and share research, relevant resources, best practices, and expertise, related to the focus of the team, including appropriate professional development



# Team Boundary Conditions

- Develop a system to evaluate and communicate team activities and accomplishments through written state impact reports



# Team Boundary Conditions

- Identify and direct resources (including discretionary funds) toward the shared program priorities set by the team



# Team Boundary Conditions

- Have a specific set of performance goals agreed upon by all
- Make sure the working approach is clearly understood and commonly agreed upon
- Hold yourselves individually and mutually accountable for the group's results





# Cross-programmatic Expectations

- Issues can easily be cross-programmatic
  - Criminal Justice
  - Immigration
  - Community Capacity
  - Affordable housing/Foreclosures
  - Nutrient Management
  - Water Quality



# Cross-programmatic Expectations

## ■ Support

- Should not come at expense of program area team funds
- Will come at the expense of either
  - Another area of one-time funding
  - Cannibalization of base positions
- Will be part of the Dean's office's funding portfolio

# Team Leader Expectations

- Provide leadership on a rotational basis
- Serve as facilitator
- Prepare and manage team program and budget
- Secure stakeholder input
- Assure evaluation of progress and performance





# Administrative Commitment and Support to teams

## Shared Leadership

- Shared resources—**enable and share**
- Shared authority— **team leaders and coaches**
- Shared accountability—**decentralized**
- Shared information—**open and shared**



# Systems Alignment



Planning and Reporting

Rewards – team and individual

Financial support

direct \$ are seed \$


entrepreneurship is expected

budget office will support



Political support

dean's office needs to promote value to  
counties and campus departments



# Agriculture and Natural Resource Teams

- Dairy
- Fruit Crops
- Emerging Agricultural Markets
- Grains
- Farm and Risk Management
- Horticulture
- Food Industry Research, Service & Training
- Livestock
- Forage
- Nutrient Management
- Fresh Market and Commercial Vegetable Crops



# Community, Natural Resources and Economic Development Teams

- **Economic Development**
  - Community and Economic Development Preparedness Team
  - Downtown Vitality and Community Place making Team
  - Entrepreneurship Team
  - Tourism Research, Planning, and Development Team
- **Leadership and Organizational Development**
  - Community-based Leadership Development Team
  - Organizational Development Team
  - Systems Thinking & Organizational Learning Team
  - Criminal Justice
- **Local Government**
  - Community Planning and Plan Implementation Team
  - Local Government and Finance Team
  - Public Policy Education Team
  - Natural Resources Banner
- **Natural Resources**
  - Energy Education Team
  - BioEnergy Team
  - Forestry & Wildlife Team
  - Water Team





# Family Living Program Teams

- Access to Affordable Housing
- Building Community Connections with Families
- Consumer Health Education
- Eating Well and Being Active
- Family Caregiving
- Family Financial Education
- Families in Stress and Transition
- Parenting Education
- Poverty and Food Insecurity

# 4-H Youth Development Teams

- Building 4H After School Programs
- Developing Multicultural Understanding
- Eating Well and Being Active
- Helping Youth Understand Agricultural Issues
- SET – Science, Engineering & Technology
- Strengthening 4-H Community Clubs
- Strengthening the Community Environment for Positive Youth Development
- Youth Voices in Community Action and Governance

