



Personal, Interpersonal and Organizational Effectiveness

Richard Klemme

Dean and Director

Cooperative Extension

Welcome!

- Thank you for coming to the conference!



Welcome!



- Warm up exercises!

Welcome!

- Question #1 – Length of Time as Department Head Exercise

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- Question #1 – Length of Time as Department Head or Nutrition Coordinator Exercise
- Question #2 – Number of Counties with Shared Leadership Models

Welcome!

- Question #3 – Actually a Few Trivia Questions about Things that I Know Well –

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- Question #3A – Hometown of the Rock Band Cheap Trick
- Answer - Rockford

Welcome!

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- Question #3B – Likely Starting Right Fielder for Chicago Cubs – Pronunciation must be correct!

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- Question #3B – Likely Starting Right Fielder for Chicago Cubs – Pronunciation must be correct!
- Answer – Kosuke Fukudome

Welcome!

- Question #3 – Actually a Few Trivia Questions about Things that I Know Well – AKA Dean Suck Up Time
- Question #3C – Lead Singer for Rock Band REO Speedwagon

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- Question #3C – Lead Singer for Rock Band REO Speedwagon
- Answer – Kevin Cronin

Welcome!

- Question #3 – Actually a Few Trivia Questions about Things that I Know Well – AKA Dean Suck Up Time
- Question #3D – My Favorite TV Show (non sporting event)

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- E) All of the Above

Historical Overview – What I Have Reinforced in My First 13 Months

- Our local presence is valuable.

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Historical Overview – What I Have Reinforced in My First 13 Months

- Our local presence is valuable. – *Is it valued?*

Historical Overview – What I Have Reinforced in My First 13 Months

- Our local presence is valuable. – ***Is it valued?***
- Our research base is essential. – ***Is it relevant?***

Historical Overview – The Challenges for Our Future

- Our local presence is valuable. – ***Is it valued?***
- Our research base is essential. – ***Is it relevant?***
- We have a great people base and a strong organization. – ***Do we celebrate it?***

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

- **Can we go from
good**



#1 BESTSELLER
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Why Some Companies
Make the Leap...
and Others Don't


GOOD TO GREAT

JIM COLLINS

Author of *Good to Great*
and *Great by Design*

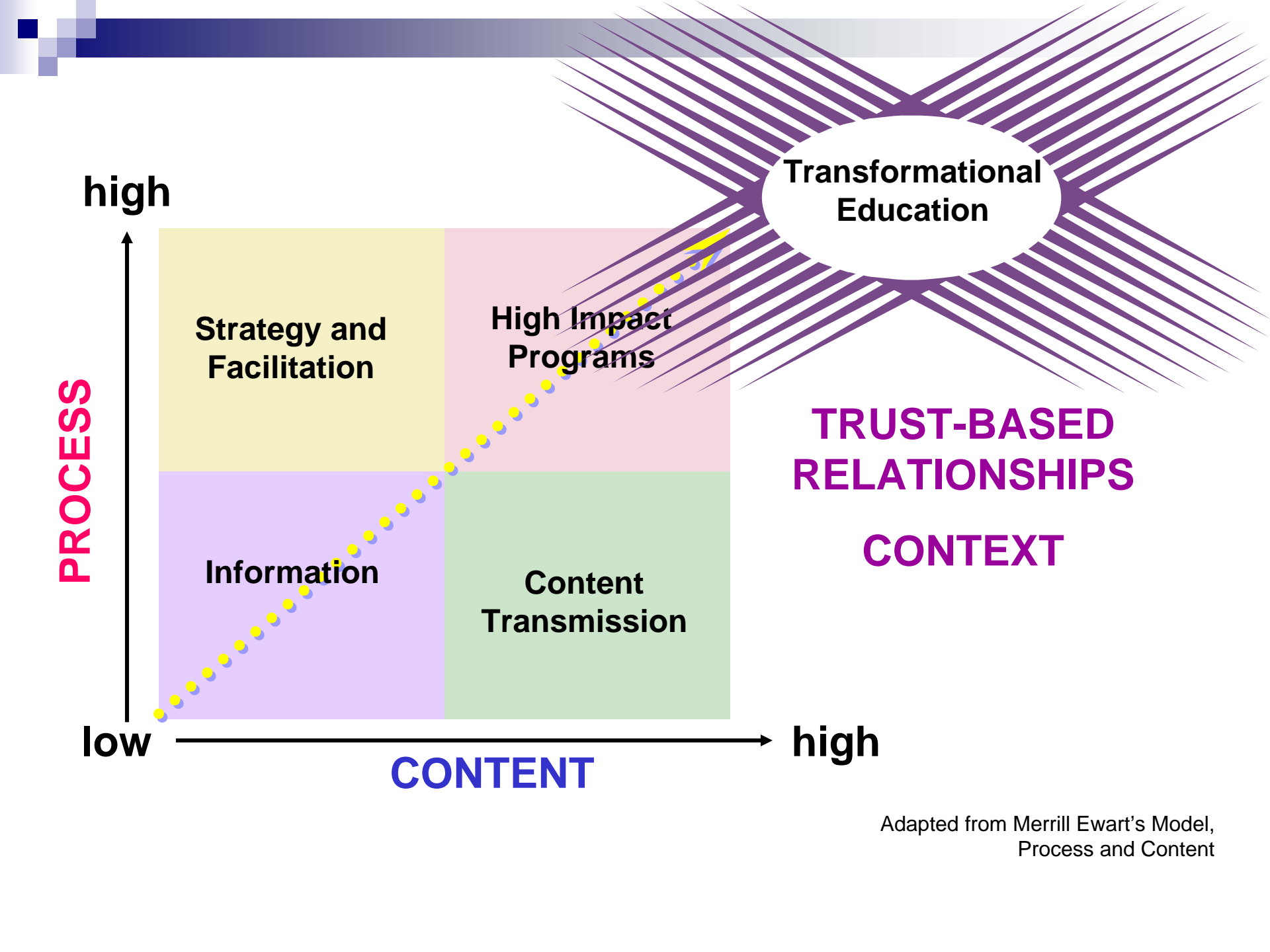
The Challenges for Our Future – How Can We Be Better?

■ ... 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



Transformational Education

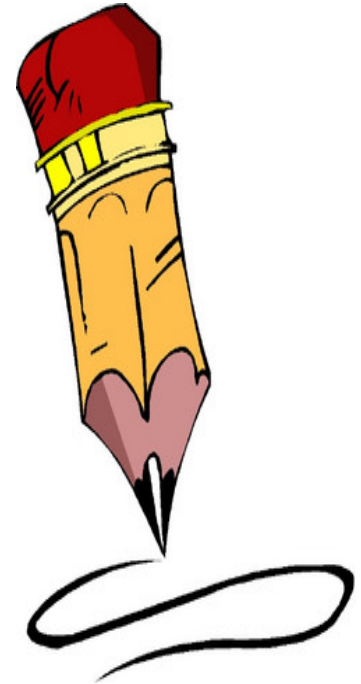
- It's what we're about!
- Jefferson County Land Ordinance



Jefferson county video

Transformational Education (TE)

- It's what we're about!
- Jefferson County Land Ordinance
- Table discussion question: Can you name three elements of this video that illustrate Transformational Education?



Responsibility-Based Culture (RBC)

- Introduced to build more productive work environments

Responsibility-Based Culture (RBC)

- Introduced to build more productive work environments
- Introduced to be building block for even better Transformational Education



RBC strengthens Transformational Education

- Combines evidence-based research with trust at local level




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- Combines evidence-based research with trust at local level
- RBC helps us succeed at Transformational Education



RBC strengthens Transformational Education

- Combines evidence-based research with trust at local level
- RBC helps us succeed at Transformational Education
- Our goal— be even better than we are today



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

The RBC journey

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- October 2004, survey of organizational culture

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- May- August 2005, DiSC Indra surveys
- January 2006-March 2007, RBC sessions held
- January 2006 to present, distributive learning

RBC - Celebrations

- Teaches us how to build trust



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- Create transparency



Personal and Interpersonal Effectiveness

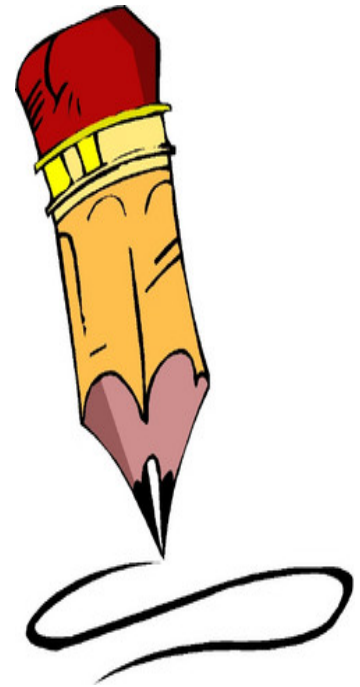
- Changes in the workplace with RBC
 - Built trust
 - Worked to respect difference
 - Helped us fulfill our mission and vision
 - Enhanced creativity and innovation
 - Built leaders, shared leadership
 - Enhanced communication
 - Created transparency

Personal and Interpersonal Effectiveness

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

Personal, Interpersonal and Organizational Effectiveness

- Table discussion question:
What does organizational effectiveness look like to you?
- Write down 3-5 ideas to be shared with the group.



Personal, Interpersonal and Organizational Effectiveness

- Table discussion results:
- Coming together –work cross program area
- People responsibility as team members
- Need to hire for innovation and creativity
- Responsiveness and timeliness
- Looks easy and seamless when done correctly
- Partner buy-in is important
- Takes all of us to hold the parachute together
- Respected in communities where we work

Personal, Interpersonal and Organizational Effectiveness

- Table discussion results:
- Ownership –staff and clientele
- Provide opportunities for other experiences
- Political effectiveness – making sure all voices are heard
- Open communication – all the way through
- Creative energies focused outward
- Diverse Workforce
- Less rules driven

Personal, Interpersonal and Organizational Effectiveness— Next Steps

- Complete strategic planning – Strategic Planning Steering Committee/CEAC
 - Check systems alignment with SP recommendations – CEAC
- Complete Needs Assessments - Larry Jones & Program Directors
 - Organize work around strategic planning and needs assessments – Teams and Program Directors
- Establish Implementation Team – Led by Larry Jones and Sharon Klawitter

Personal, Interpersonal and Organizational Effectiveness— Next Steps

- Establish Implementation Team – Led by LJ/SK
 - Building organizational effectiveness outcomes, outputs, and inputs – aka the logic model
 - Integrate with on-going SP work on walk the talk culture
 - Short term (done by 6/30)
 - 4-6 members to be recruited

Personal, Interpersonal and Organizational Effectiveness and this Conference –

Strengthening the Indispensable County Department Head!

- Building skills, strengthening the organization
- CPAGs
- Working with constituents
 - Get to know them
 - Build relationships
- Communicating value

Questions? Comments?

