

Distributive Learning Sessions Chart and Timetable

Post-Conference Sessions	Session One: Building Trust	Session Two: Coaching & Counseling	Session Three: Increasing Engagement & Commitment	Session Four: Building a High Performance Team	Session Five: Shared Leadership
<p>Overview: These sessions will encourage dialogue among offices and teams following the fall conference. They will allow those not able to attend the fall conference to gain a better understanding of RBC steps.</p>	<p>Overview: This session explores the role of work expectations in building a trust-based work environment.</p>	<p>Overview: This session gives leaders an opportunity to practice mentoring skills, especially coaching and counseling skills.</p>	<p>Overview: This session is about increasing engagement & commitment through alignment of purpose & values. A discussion of Cooperative Extension's vision, mission and values will be the starting point. It's an opportunity for program teams and offices to begin developing their micro vision, purpose and operating procedures.</p>	<p>Overview: This session focuses on strengthening team performance, particularly through a tool known as "the Z-Process." The Z-Process will be very helpful to all units and prove particularly valuable to our program teams.</p>	<p>Overview: This session is about leadership approaches, styles and priorities. It promotes shared leadership and having all members of the team take ownership for outcomes and continuous improvement.</p>
<p>Profile Used: DiSC Indra Profile (completed on-line).</p>	<p>Profile Used: Work Expectations Profile (completed on-line).</p>	<p>Profile Used: This session does not involve taking any profiles.</p>	<p>Profile Used: This session does not involve taking any profiles.</p>	<p>Profile Used: Team Dimensions 2.0 Profile (completed on-line)</p>	<p>Profile Used: This session does not involve taking any profiles.</p>
<p>When Conducted: Oct - Dec 2005</p>	<p>Time Needed: Two 60 minute meetings with entire team; one 30 minute session with individuals to discuss profile.</p> <p>When Conducted: Jan - Feb 2006</p>	<p>Time Needed: One 30 minute intro meeting; two 45 minute sessions with entire team.</p> <p>When Conducted: March - May 2006</p>	<p>Time Needed: Three 45 minute sessions with entire team.</p> <p>When Conducted: Sept - Oct 2006</p>	<p>Time Needed: One 30 minute intro meeting; three 45 minute sessions with entire team.</p> <p>When Conducted: Jan - Feb 2007</p>	<p>Time Needed: Two 45 minute sessions with entire team.</p> <p>When Conducted: April - June 2007</p>

*Note: Program team leaders will use a version of the distributive learning sessions modified for application within teams.
(revised December 2006)*