



Time Table for Moving Cooperative Extension
Toward a Responsibility Based Culture

March 2004

- Arlen Leholm introduces the concepts of responsibility based culture at the annual Department Head Conference

September 2004

- Arlen Leholm announces responsibility based culture initiative, Dean's Audio Conference
- Transforming Organizational Culture Seminar
Participants: CEAC, academic department chairs, two county department heads, eight program team leaders, chair of the Committee on Academic Staff Issues, state director of the Wisconsin Nutrition Program

October 2004

- E-mail message from Arlen Leholm with general description of the initiative
- County office and program unit meetings to watch DVDs about the initiative
- On-line, Strategic Alignment Survey for all Cooperative Extension employees

November 2004

- Leadership Workshop
Participants: CEAC, academic department chairs and chair of the Committee on Academic Staff Issues

December 2004

- Organization report of the Strategic Alignment Survey e-mailed to colleagues

January 2005

- Transforming Organizational Culture Seminar
Participants: program team leaders, coaches, program leaders and assistant program leaders, district directors
January 11 in Wisconsin Dells

March 2005

- Transforming Organizational Culture Seminar, March 1
Statewide Department Head Conference
- Discussions about Strategic Alignment Survey results at district and program area meetings:
March 15, Western District
March 16, Eastern District
March 16, Central District
March 17, Southern District
March 17, Quad Counties
March 22, Northern District

Spring 2005

- **16 colleagues from throughout Cooperative Extension will receive in-depth training in a train-the-trainer workshop
May 3-6, in Madison**
- **Plan developed to train department heads, program team leaders and administrators**

September 2005

- **Faculty/Staff Conference, Keith Ayers, keynote speaker
Sept. 13, in Madison**

October 2005

- **Bridging activities will be designed and distributed for Cooperative Extension teams and work groups to conduct with individuals who were not able to attend the Trust and Transformation Conference in September. These activities will also help groups continue their understanding of RBC concepts.**
- **Locations and developer team assignments will be finalized for the Five-Part Leadership Development Series**
- **Finalize the list of colleagues who will participate in the Five-Part Leadership Development Series: Building the Capacity of Organizational Leaders**

November 2005

- **Sign up for the Five-Part Leadership Development Series: Building the Capacity of Organizational Leaders will be completed**

January 2006 – March 2007

- **RBC Developers will provide training to Cooperative Extension colleagues through five two-day sessions**
- **Session participants will share lessons and activities with colleagues, team members, etc. through the distributive learning process**