

## Leadership & Organizational Development

### Community-Based Leadership Program Development Team




**Community-Based Leadership Program Development Team** - Strong leadership is essential to community development, vigorous economies, strong organizations and healthy businesses. Leaders are needed who understand the social, economic, and political dimensions of changing local, state, national and global environments. Formed in fall 2004, the team connects leadership programs within Wisconsin, providing access to collective resources, and developing new resources designed to impact the development of community leaders.

The team uses a broad definition for community-based leadership, including in its focus geographically defined communities as well as interest-based communities. In addition to the county and municipality specific leadership programs (i.e. *Sauk County Institute of Leadership*), the team works with statewide programs (i.e. *Wisconsin Rural Leadership Program*), issue-based leadership programs (i.e. *Woodland Leadership Institute*, *Lake Leaders Institute*), public profession-focused leadership programs (i.e. *Zoning Administrators Leadership Program*), and student leadership programs within the State's higher education institutions.

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### Current Initiatives

Team initiatives are intended to develop a scholarship context and build institutional capacity for UW-Extension around community-based leadership development. Team initiatives are also aimed at

- increasing leadership capacity among individuals,
  - increasing the application of leadership capacities to address community needs,
  - increasing recognition of the value of community-based leadership programs,
  - supporting the establishment of new community-based leadership programs,
  - and supporting the enhancement of existing community-based leadership programs.
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- **Factors and Practices Contributing to the Sustainability and Enhancement of Community-Based Leadership Programs:** The team is currently working on a proposal for CNRED to support an applied research project designed to examine what factors/practices contribute to the sustainability and enhancement of community leadership programs, what factors/practices are associated with the decline and demise of community leadership programs, specific program models that contribute to sustainability and/or enhancement of community leadership programs, and how local need, community context and primary partners shape the development of the program and its potential for sustainability and enhancement.
    -  Research Project Proposal (to be posted when completed)
  - **Community Leadership Association Initiative:** While there are national and international associations/organizations for leadership educators/developers, there is a potential need for a Wisconsin Leadership Association. The team conducted an interest survey and then secured support from CNRED to work with Specialist Randy Stoecker and Graduate Student Trish O'Kane to research leadership associations in an attempt to learn the best approach to forming and growing a state community leadership association.
    -  Research Conclusions (to be posted when completed)
  - **Wisconsin Leadership Coordinators Conference** held in October of 2005 and again in June 2007. Designed to provide participants with hands-on skills that help them develop and administer community-based leadership development programs, the conference has been supported by CNRED team funds and the Wisconsin Rural Leadership Program. Interactive sessions at the conferences covered a wide range of program development and administration topics including establishing program policies and procedures, selecting steering committee members, appreciative leadership, constructing programs, and community engagement. The next conference will be held in 2009.
    -  World Café Proceedings from June 2007 Conference (to be posted once compiled)
  - **Cross Program Area Leadership Education Linkages Initiative:** The team recognizes that individuals across the UW-Extension, Cooperative Extension division are working in the area of leadership development. In September 2006 the team held a discussion with Youth Development Specialist Matt Calvert. This discussion spurred interest among the team members in finding more out about the leadership development education that colleagues are conducting. An increased awareness and understanding of each other's work could lead to sharing of skills and knowledge as well as programming synergies. The team has begun work to identify UW Cooperative Extension colleagues across the four program areas (CNRED, Family Living, 4-H Youth Development, and Agriculture and Natural Resources) who are working in the area of leadership education.
  - **Web-Based Resources Initiative:** The team is developing a web-based repository of resources that can be used to start and

maintain a community leadership development program. The team has already established the repository framework and is collecting sample materials to “populate” the site. The repository includes two categories of resources—management and logistics; and, educational content and delivery. The *management and logistics* section is subdivided into eleven different kinds of resources, including program outlines; recruitment; brochures; applications; fundraising; bookkeeping and budgeting; and, participant projects. The *educational content and delivery* section will include samples of teaching guides, lesson plans, and curricula.

- **Leadership Specialist Position Initiative:** The team has worked closely with the CNRED program office to establish a leadership specialist position that would provide educational support to county-based faculty and staff programming in the area of community leadership. This individual would also conduct applied research that would assist in enhancing community leadership education in Wisconsin. An integrated faculty position within the Department of Life Sciences Communication, with an Extension appointment and ties to a UW-Madison, College of Agricultural and Life Sciences (CALS) leadership certificate program, was approved. A search and screen process was initiated and candidates interviewed. The committee did not put a candidate forward, however. The CNRED program area remains committed to establishing the position and is pursuing a variety of alternative appointments including currently utilizing the expertise of Specialist Randy Stoecker.



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## Upcoming Events

The team meets on the fourth Thursday of each month from 10 a.m. to Noon. Unless otherwise noted, team meetings are held via WisLine. Contact Art Lersch at [arthur.lersch@ces.uwex.edu](mailto:arthur.lersch@ces.uwex.edu) or (715) 536-0304 to find out meeting dial-in information.



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## Resources

- **Wisconsin Leadership Developers ListServ** This list is intended to support communication and the sharing of educational resources among individuals who seek to develop leaders in Wisconsin communities. Users may be leadership educators, leadership program coordinators, or other leadership developers. The list is supported by the statewide UWEX Community-Based Leadership Program Development Team. To subscribe go to [https://lists.uwex.edu/mailman/listinfo/leadership\\_developers](https://lists.uwex.edu/mailman/listinfo/leadership_developers)
- **Community Leadership Subject Guide** available at <http://steenbock.library.wisc.edu/extension/leadership.htm>. Barbara Lazewski at Steenbock Library helped the team develop this guide to provide a quick start to accessing online community leadership resources.
- **Community Leadership Program Resource Kit** available on loan through the Wisconsin Rural Leadership Program office – call (608) 263-0817. Supported by CNRED team funds, the team developed five “traveling kits” to assist with starting and enhancing community leadership programs. Kits include:
  - [Program Development Guide](#)—2nd Edition, published by the Community Leadership Association;
  - [Building Local Leadership: How to Start a Program for Your Town or County](#), published by the Heartland Center for Leadership Development;
  - [Eight Challenges Facing Community Leaders](#), published by the Heartland Center for Leadership Development;
  - [Ten Ideas for Recruiting New Leaders](#), published by the Heartland Center for Leadership Development; and
  - [Finding Your Voice: Learning to Lead Anywhere you Want to Make a Difference](#), by Lorraine Matusak.
-  **Community-Based Leadership Programs in Wisconsin Map** (8 pgs, 502 KB) To correct or add map information contact Sarah Burgert at [sarah.burgert@ces.uwex.edu](mailto:sarah.burgert@ces.uwex.edu)
- **Community Leadership Titles** available on loan through the Wisconsin Rural Leadership Program office – call (608) 263-0817. Supported by CNRED team funds, the team developed a library of leadership titles for educators across the state to borrow.
  - Community Leadership Library Titles (a complete listing of the titles will be added shortly)
-  **Integrating Leadership Programs into Community Development Processes** (2 pgs, KB) This handout was developed as part of a presentation by team members at the June 2007 Community Development Society conference.

## Team Contacts

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