

# Volunteer Leadership Development

Master Gardener Volunteers are asked to do a variety of tasks in service of the program- pull weeds, dig holes, design landscapes, and diagnose gardening problems. Many find themselves in the position of a decision maker, a planner, an organizer, or a cheerleader. In worse case scenarios, you may have played the role of therapist or referee. "Plants" are emphasized in the Master Gardener Volunteer training; now is an opportunity to hone some of the "people" skills that are necessary when working with volunteers.

Volunteer Leadership Development will be a series of morning programs, 9am to noon, on select Saturdays in January, 2010. The series will introduce concepts on to improve your leadership and communication as it pertains to your working relationships as a volunteer, at home, and at work. And being a "leader" doesn't necessarily mean a committee chair, association president, or any other titled position- anyone

## **Session One: What IS Leadership?**

**January 9, 2010**

This session will kick off the leadership series by giving participants time to reflect on their own role as a volunteer and what opportunities they have for leadership. We'll discuss participants' experiences in leadership roles and determine the characteristics and actions that make for successful leadership in a volunteer setting. We'll cover such topics as: How do you get things done through others? How do you motivate when monetary reward isn't an option? What's the difference between compliance and commitment and how do you influence that as a leader? Each participant will leave with a learning plan for the rest of the series and ideas they can start to implement immediately in their role as a volunteer leader.

## **Session two: Real Colors**

**January 16, 2010**

If you had the key to unlock the answers to human behavior, would you use it? Understanding yourself and others is the key to success in anything that we do, especially when working with others. REAL COLORS is the second part of your leadership training and this is the time to use that key.

We again offer a chance for you to determine "your color" and the opportunity to understand how others in your family and/or volunteer work are thinking and feeling and, most importantly, for improving your communication skills. We encourage you to incorporate what you've learned here into your learning plan and your daily life.

You've found the key. Now it's up to you to use it.

working in groups, on projects, and in the community need these skills.

An application is required for participation- Rock Prairie Master Gardener Association members and Rotary Botanical Garden volunteers will have priority registration and program costs will be covered. Individuals from other groups will be allowed as space permits and for a \$25 registration fee. There is a 15 person minimum for the program; 40 person maximum.

If you are interested, please return application to Mike Maddox [[mike.maddox@ces.uwex.edu](mailto:mike.maddox@ces.uwex.edu) or (608) 752-3885x17] by January 1, 2010. Registration only for session 2, Real Colors, is permitted. The cost is \$12 per person. See registration form at end of brochure.

## **Session Three: Building Teams**

**January 23, 2010**

We will build on the discussion in sessions one and two and apply the information to building teams. It all begins with selecting the right people for your team, based on a number of factors including their "color" style, their skill set and interest and the needs of the team.

Once you have the right people (or have "inherited" an existing team!) your role as a leader includes a variety of factors that we'll explore in this session: understanding what it takes to build a team; making the best use of individual strengths; knowing when to when and how to use team decision-making/consensus; and, keeping team meetings on track.

## **Session Four: Managing Conflict**

**January 30, 2010**

Anytime you bring two or more people together to complete a task, there is the potential for conflict. Are you a conflict-avoider? Is "Why can't we all just get along?" your mantra? If so, you are like most people! However, as a leader, managing conflict is not an option. If you are going to have a healthy team and get the best results, knowing how to manage conflict, give effective feedback when things go astray, and keep communication productive are all valuable skills to have.

We will put those skills into practice in this session, using examples you encounter in your role at Rotary Gardens.

# Facilitators

## Lori Gibson

Sessions 1, 3, 4

Lori Gibson is a training professional with over 25 years of experience as a leader, coach, trainer, and consultant. She has worked in six different industries, owned a leadership development consulting firm for many years and has served in volunteer leadership roles for community and professional associations. She brings her experience, passion for leadership, humor, and commitment to coaching and developing others to her role as trainer. On a personal note, Lori lives on a horse ranch with her husband Gary and their many cats, horses and one spoiled dog.

She is a new member of Rotary Botanical Gardens, a novice gardener, and loves spending time doing just about anything outdoors.

## Sue Fredrich

Session 2

Sue Fredrich is the Rock County 4-H Youth Development Program Advisor and has worked for UW Extension 4-H Youth Development for 20 years. She has worked in Walworth, Dane and currently in Rock County. Her focus is working with teens and Youth Leadership. She has taught the "Real Colors" Training for over 6 years and found each group to be lots of fun and particularly enjoys the group sharing portion of the training. Sue and her husband Don own a 600 acre farm in Walworth County and she loves horses and anything to do with agriculture.

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## Registration

Please register by January 1, 2010.  
Minimum 15, Maximum 40

Return to:

Mike Maddox  
Rotary Botanical Gardens  
1455 Palmer Drive  
Janesville, WI, 53545

Your information:

Name:  
Address:  
City, State, Zip:  
E-mail:  
Phone:

**Please make checks payable to  
Rock Prairie Master Gardener Association (RPMGA)**

I am a member/volunteer of:

- Rotary Botanical Gardens
- Rock Prairie MGV
- Neither (\$25 registration fee is applicable)
- I am interested in Real Colors only (\$12)
- I'm willing to pay \$25 and let someone else benefit from financial sponsorship