



## Southern District Resource Management Team Professional Development Grant Application



### UW-Extension Southern District Professional Development Grants – Instructions

Any member of the Southern District is eligible to apply for these grant funds. Grants will be awarded up to \$1000. The UWEX Southern District Development Grant application form begins on the following page.

The Southern District has allocated \$8,000 available to colleagues to be used for Professional Development Grants. These dollars are an additional supplement to the annual district professional development support funds. These funds may be used for local and out-of-state educational experiences, including workshops, conferences, and seminars that may be offered by UW-Extension or other universities, organizations, agencies or businesses. Funds must be spent by June 30, 2008.

#### Writing Suggestions

Please use as much space as needed for responses. However, be as *concise* as possible. If available, provide a conference brochure or other documentation to assist the committee in better understanding your request.

#### Application format

Applicants are encouraged to save the following Word document (next page) to their computer for ease of completion. Responses should be in a size 10 font or larger. Hand written applications are not acceptable.

#### Summary report

Grant recipients are expected to report on their professional development experience by one of three options:

- Monthly Southern District teleconference
- District Program All Staff meeting
- Brief report on the Southern District web site

#### Application due date: **March 14**

#### Mail the completed and *signed* application to:

Southern District Innovative Grants Committee  
c/o Terry Kraft, 505 Extension Building,  
432 N. Lake Street, Madison, WI 53706-1498

You may contact Terry at: [terry.kraft@ces.uwex.edu](mailto:terry.kraft@ces.uwex.edu), or phone 608.263.2781

#### Questions??

Contact Deb Ivey, 2007-08 SD Grants Committee Chair at [debra.ivey@ces.uwex.edu](mailto:debra.ivey@ces.uwex.edu) or 608-935-0391

# UWEX Southern District Professional Development Grants Application

**Name:** Kathleen Haas & Mindy Habecker

**Title:** 2008 Pegasus Conference

Full mailing address:

Phone: 608-7429683

**Kathleen Haas**, Columbia Co. UWEX, PO Box 567,  
120 W Conant, Portage, WI, 53901 &

Email: [Kathleen.haas@ces.uwex.edu](mailto:Kathleen.haas@ces.uwex.edu) &

**Mindy Habecker**, Dane Co. UWEX, 1 Fen Oak  
Court, Room 138, Madison, WI 53718-8812

[habecker@co.dane.wi.us](mailto:habecker@co.dane.wi.us)

**Amount requested from UWEX Southern District Funds:** \$1,800 for **Mindy Habecker and Kathleen Haas**

## Please respond to the following questions:

1. Briefly provide the major responsibilities of your position and the number of years of service with Southern District.

CNRED program educators share a common goal that is reflected in our commitment to community development. Our outreach programs, research and overall assistance involves people, communities, and organizations in educational experiences that teach them to apply appropriate knowledge and technology to the issues of the day. CNRED programs deal with communities as well as the people and resources within them:

- **Mindy Habecker** started her UW-Extension career with Dane County in **1989**
- **Kathleen Haas** started her UW-Extension career with Columbia County in **1996**

2. Describe the professional development experience for which you are requesting funding. Include the title, description, dates, location, number of hours, sponsoring group, etc.

We are requesting funding to attend the **Synergy at Work: Gathering Momentum for Meaningful Performance**, November 17-19, 2008, in Boston, Massachusetts. Featured speakers include Betty Sue Flowers, Adam Kahane, Sara Lawrence-Lightfoot, Atul Gawande, and Peter Senge. Some of the Forum presentations will include:

- **Sources and Design Principles of "Impossible" Large-Scale Change**

*Skip Griffin, Dialogos; David Marsing, Retired Executive, Intel Corporation*

At the center of every profound change are a few people whose shared focus around a set of core creative principles produces "field effects" that shift the ground of action for everyone. Join these veteran leaders of ground breaking social and organizational change to explore the design principles and personal requirements for producing "impossible" large-scale change.

- **To Understand Performance, Follow the Social Networks**

*Anne Murray Allen, Allen and Associates; Dennis Sandow, Reflexus Company; Nick Zeniuk, Retired Executive, Ford Motor Company*

Research has shown that higher performance is created in self-organizing social systems through the cultivation of well-being. In this session, learn how to map social systems, recognize how performance and well-being emerge within them, and better understand the importance of story as it relates to performance.

- **Taking Social Innovation to Scale: Working with the Lifecycle of Emergence**

*Deborah Frieze, Berkana; Tim Merry, The Shire*

The world doesn't change one person at a time. It changes as networks of relationships form among people who share a common vision of what's possible. In this session, learn from the work of the Berkana exchange, a

"trans-local" learning community of places around the world where this model of change has become lived experience.

- **Accelerating Performance: Leaping Tall Buildings Together**

*Victoria Castle, Castle Enterprising*

As we work with others, how can we tilt the behavioral scales toward creativity, care, and collective wisdom as opposed to turf wars, competing agendas, and self protection? In this experiential workshop, learn body-centered practices that help you see what's driving you and others, and how to shift it for greater effectiveness.

- **Enhancing Continuous Improvement Through Organizational Learning**

*Jason Schulist, DTE Energy*

Continuous improvement initiatives such as Lean Six Sigma have become standard procedures in most organizations. Yet, few organizations have explored how organizational learning applies to these efforts. Learn from Jason Schulist, Director of Continuous Improvement, how linking these frameworks has improved his leadership and his ability to initiate collective action not only within DTE, but also within the wider community in which DTE operates.

The 2008 Conference sponsor is Pegasus Communications. Pegasus helps individuals, teams, and organizations thrive in an increasingly complex world. Since 1989, innovators working to spark and sustain positive change in the systems they care about have looked to Pegasus for resources and networking opportunities. Through grounding in the rigorous principles and tools of systems thinking and related disciplines, practitioners from business, education, government, and the nonprofit world find the freedom to connect with others in new ways and design sustainable solutions to their most persistent challenges. From tentative first steps to great leaps of faith, we provide tools and ideas for changing the world one system at a time.

### 3. How does this experience support your professional development plans?

As the community development educators for Dane and Columbia County UW-Extension, we use the skills, professional contacts, coaching feedback and case studies to improve our educational outreach as it relates to growth management education (work with planners, city, village, town, and county officials to facilitate public participation in a mandated comprehensive planning process); local government education (help elected officials in their decision making process and connect public officials with their constituents), and leadership development (strategic planning and coaching for public and nonprofit organizations, facilitation of a Youth Leadership program, and adult leadership development).

We will use this conference to help our stakeholders use systems theory to plan, solve problems, and manage more effectively. We would like to develop further develop our systems' toolbox so that we can help our Team and our communities thrive.

### 4. How will this program or study benefit your clientele?

**Mindy** has used multiple skill sets in her local and some statewide educational programming that she has both learned and experienced at the Pegasus Conferences. A sampling of these efforts includes the following:

- Co-designing, planning, teaching and facilitating a *World Café* for Southern District educators with systems thinking team members Kathleen Haas and Gerry Campbell.
- Designing and facilitating public policy input sessions for a Dane County Waterbody Classification and Riparian Management Plan based upon *World Café* and dialogue processes.
- Co-designing, planning, teaching and facilitating regional *World Cafés* for the Wisconsin Breakfast Program with systems thinking team member Mary Kluz.
- Coaching numerous colleagues in Southern District on how to plan and run *World Cafes*

- Co-designing, planning, teaching and facilitating a half day stakeholder input session based on meaningful conversations and powerful questions for the designing of a Resources of Families at Risk program for Madison and Fitchburg with my colleague Joan Laurion.
- Currently engaged in assisting to design and facilitate a community visioning process for the Yahara Lakes Chain using systems thinking processes including dialogue and the art of powerful questions
- Currently engaged in assisting the Wisconsin Historical Society Press in modified strategic planning that utilizes a hybrid of systems tools and use of strategic questioning.

**Kathleen** has used the following facilitation and group process techniques and tools, which I discovered from past Pegasus Conferences, in her programming as the Columbia County Community Development Educator:

- Facilitated a *World Café* with Lodi School District involving 240 staff
- Designed *Servant Leadership* session for PACC Youth Leadership program that included 24 high school juniors
- Using *systems thinking tools, dialogue and strategic questions* with Columbia Co. Fair Board members to engage them in a planning and visioning process
- Used *inquiry, world café and coaching techniques* at a past State WACEC conference to build leadership capacity of county board, community partner advisor group members and UW-Extension staff
- Co-designing and planning *World Café* for Southern District educators
- Designed and facilitated sessions at Southern District Department Head meeting that included using *meaningful conversations and strategic questions* as part of day long program

5. If this program or study includes giving a presentation at a conference, provide the title, type of presentation, and audience.

**Mindy and Kathleen** have co-submitted a conference proposal entitled, "**Team Synergy: Setting the Stage to Learn, Share, and Practice Together**". We have passed the first round of review and are waiting to hear who will be selected as the 2008 conference presenters (by 3/21).

The attendee who will be participating in our 90 minute interactive session will have the following characteristics and desires:

- The participant is new or semi-new to ST & OL
- The participant is curious
- The participant is part of team or group that works on complex issues
- The participant is ready to act in their workplace to explore and share new ideas
- The participant will take part in two interactive exercises during the session.

Fifty percent of the Pegasus Conference attendees are relatively new to the concepts of systems thinking. For many this will be their first extended exposure to the concepts. When each person returns to his/her job and life, he or she may hit a wall and not know how to continue personal learning and especially take what is learned and translating it into practice. This skill-building workshop will assist conference participants in examining possible venues to build the synergy that is needed to continue both the learning and practice of systems thinking and organizational learning.

6. Summarize the total cost of professional development experience including registration fees and expenses.

Pegasus Scholarship Registration for Mindy and Kathleen	\$1,790
Lodging \$250/day/room for 4 days (sharing room)	\$2,000
Airline tickets for two (appx. \$450/ticket)	\$ 900
Food for two (\$40/person/day for four days in high cost city)	\$ 320
Transportation (\$40/round trip/person)	\$ 80

Total cost of the opportunity for **Mindy and Kathleen: \$ \_5,090\_**

7. Summarize your sources of **funding for Kathleen & Mindy to co-present:**

Amount requested from the district: **\$ 1,800 for Kathleen & Mindy**

Amount requested from other sources:

- Two Pegasus Scholarship (regular registration \$1,695/participant, reduced to \$895)
- We will also request CRD Team funds
- Mindy will apply for a WEECDA scholarship (\$500)

8. If you have requested funds from other sources, please explain the amounts requested and the source(s).

See response in question #7

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Applicants' Signatures

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Date

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Endorsement Signature\*  
*\* Department Head*

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Date

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Applicants' Signatures

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Date

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Endorsement Signature\*  
*\* Department Head*

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Date