

WELD V Seminar I

March 30 – April 3, 2009

The Brown Palace
Denver, Colorado

Western Extension Leadership



Development Program

Monday, March 30, 2009 - Travel Day

5:30-6:00 p.m. Registration

6:00-8:00 p.m. **Welcome Reception and Get Acquainted**

Welcome to Colorado! - Judy Barth

Dan Clark, WELD V Planning Committee Chair

Welcome, Introductions, and Orientation to the Week

WELD V Objectives and Expectations

WELD V Seminar 1 Program Review

Everyday Creativity video - Judy Barth

Tuesday, March 31 Moderator – Shannon Mueller

7:00-8:00 a.m. Breakfast provided

8:00 a.m. **Orientation & Ground Rules** - Shannon Mueller

8:15 a.m. **Historical Context for Leadership Theory** - Judy Barth

9:45 a.m. **Welcome to Colorado** - Deb Young

10:00 a.m. Break

10:30 a.m. **Leadership Models: MBTI and Temperament** - Chris Jones

12:00 noon Group Lunch

1:00 p.m. **Overview of WELD Innovative Projects** - Dan Clark, Milan Shipka, Shannon Mueller

1:30 p.m. **Managing Interpersonal Conflict** - Steve Daniels

Build skills in managing the interpersonal conflicts that inevitably arise within organizations like Extension, and when working in partnership with volunteers and other organizations. Objectives include: 1) Learning the fundamental elements of conflict situations; 2) Discussing the basic techniques for managing conflict; and 3) Discussing methods for developing collaborative partnerships.

5:00 p.m. Adjourn for Day - Dinner on your own

Wednesday, April 1 Moderator – Milan Shipka

7:00-8:30 a.m. Breakfast provided

8:30 a.m. **Thriving in the Multi-Generational Workplace**

David Remson, Business Consultant, Triangle Consulting (http://www.napmofsoutherncolorado.com/sp_pres/speaker_dec2004.htm)

12:00 noon Group Lunch—Panel Presentation on Innovative Projects

1:00 p.m. **Leadership and Team Building Group Initiative Activities**

Erik Marter, Owner/Director of Synergo

Explore the power of experiential learning and how to apply it in the workplace.

5:30 p.m. **Group Dinner** at Maggiano's Little Italy

Thursday, April 2 – Moderator – Amy Meier

7:00-8:00 a.m. Breakfast provided

- 8:00 a.m. **Starting Your Leadership Journey with Self Discovery:
Getting your Own House in Order With Human Patterns** -
Dr. Lanny Hass and Eleanor Stell
- 12:00 noon Group Lunch
Climbing Mountains: Lessons in Leadership -
Dr. Jeff Goodwin, Assistant Director, 4-H Youth Development,
Colorado State University Extension
- 1:15 p.m. **Continuation of Innovative Projects Discussion**— Dan Clark,
Milan Shipka, Shannon Mueller
- 1:30 p.m. **Human Patterns Breakouts** - Lanny Hass and Eleanor Stell
(individual consultations with interns regarding their Human Pat-
terns results; sessions would be 15 minutes long)
- 1:30 p.m. **WELD Innovative Projects Orientation** (continued)
Breakouts: WELD Planning Committee members work with
groups of three interns; Completion of Innovative Project
Template
- 5:00 p.m. Adjourn for Day—Dinner on your own

Friday, April 3 Moderator – Rey Torres

7:00-8:00 a.m. Breakfast provided

- 8:00 a.m. **Moving Forward**
Leadership Book Reviews - Troy Downing, Amy Meier,
Staci Emm
Mentors and Mentoring – Judy Barth
On-line evaluation - Dan Clark
Keeping Directors informed
Communication between Seminars
- 10:00 a.m. Communication Between Seminars
- 10:15 a.m. Break
- 10:30 a.m. **Leadership: A Vision Beyond Tradition**- Dr. James Knight
- 12:00 noon **Adjourn** - Lunch on your own

WELD V Seminar 2
Location TBA
June 14 -18, 2010

Presenters, Facilitators, Moderators

Dr. Judy Barth is Assistant Director, Operations for Colorado State University Extension (CSUE). She has also served as Human Resources Coordinator, Assistant to the Director, and Staff Development Coordinator for CSUE. Judy received her Ph.D. from the School of Education at Colorado State University in Human Resource Studies. She has an MBA in Accounting and Finance from the University of Arizona and a B.S. in Education from Cornell University. Prior to her administrative work, Judy spent 14 years as a county 4-H agent. A mid-career diversion provided an opportunity for her to also work as a cash and investment manager with a portfolio of almost \$1 billion. In her spare time, Judy uses her accounting background in several volunteer capacities.

Dan Clark, M.S., serving in Montana, since 1997, Dan Clark is now the Statewide Director for the Montana Horizons program addressing issues of poverty by developing community capacity and leadership in 23 Montana Communities. Previously, Dan worked for Montana State University for nine years as an Extension faculty member in Teton County. He earned his Bachelors and Masters Degree from the University of Arizona in Agricultural Education and taught high school agriculture for three years before joining Extension. Dan also served as the Mayor of the City of Choteau where he facilitated a unique blend of education, leadership and public policy.

Steven E. Daniels, Ph.D., is a Program Leader for Community Development in University Extension at Utah State University and a Professor in the Department of Sociology, Social Work, and Anthropology and in the Department of Environment and Society. Previously, he was Director of the Western Rural Development Center at Utah State University (1999-2004), on the faculty at Oregon State University as a professor of forest policy and economics (1989-1999) and on the faculty of Utah State University (1986-1988).

Much of Dr. Daniels professional interests focus on community linkages to natural resources and in collaborative processes in natural resource management. He has been involved in a number of community-level collaborations, primarily in the Pacific Northwest. With Dr. Gregg Walker of OSU, he is a co-author of Working Through Environmental Conflict: The Collaborative Learning Approach.

Except a few years living in North Carolina while Steve earned his graduate degrees at Duke University, he has lived in the northern Rocky Mountains and the Pacific NW.

Staci Emm, M.S., is the Mineral County Extension Educator for the University of Nevada Cooperative Extension. She received her B.A. from the University of Nevada, Reno, in Public Relations and Business Management; and an M.S. in Agriculture from Colorado State University. Staci develops programs in Community Development, Natural Resources, and Youth Development to facilitate the sustainability of rural communities. The programs she currently works in are: 4-H and Youth Development, Increasing Knowledge through Education, Community Beautification through Horticulture, Agriculture Sustainability, and Indian Reservation Programs.

Dr. Jeff Goodwin currently serves as Assistant Director, 4-H Youth Development for Colorado State University Extension. He started his professional career with the Texas Agricultural Extension Service, where he spent 13 years as a county agricultural agent, serving in several locations from rural West Texas to the very urban setting of Dallas. Prior to his move to Colorado, Jeff was an Extension 4-H and Youth Specialist with the State 4-H Office in Idaho for eight years. During that time, he was an intern in the WELD II class.

Over the past 14 years, Jeff Goodwin has been a key figure in the United States in bringing the issue of livestock show ethics to the national stage. The majority of states in the U.S. are using material he developed in their organized educational efforts to deal with this issue. For his work in the area of livestock show ethics, Goodwin was awarded the Humane Award from the American Veterinary Medical Association in 2005.

Lanny Hass, Ed.D., has worked for Cooperative Extension for 26 years serving in Virginia and North Carolina as an area agent & specialist. He grew up on a farm in rural North Carolina and received degrees from the University of North Carolina at Asheville (Economics) and the University of Tennessee (Agricultural Economics). Lanny earned his doctorate from NC State in Occupational Education.

Lanny has received numerous national and international honors for impacts of programs conducted during his Extension career. He is currently certified in over 28 different instruments, which focus on individual and organizational behavior. Lanny is interested in determining what individual, team and organizational behaviors bring a bottom-line difference to an organization. Lanny coordinates the training and development needs and the mentoring program for the North Carolina Cooperative Extension faculty.

Professionally, Lanny has trained audiences all over the nation and in eight foreign countries in organizational development and leadership education. He is currently a faculty member for several leadership institutes in the area and nation.

Lanny is an honorary member of Omicron Delta Epsilon (economics), Gamma Sigma Delta (agriculture) and Phi Beta Kappa (all disciplines) honor societies. He is a nationally recognized author and speaker in the fields of leadership and organizational development. Lanny enjoys spending time with his wife Sabrina and his 13 year old daughter Molly, mountain biking, playing music (bluegrass) and tennis.

Chris Jones, M.S., is currently the Extension Agent responsible for Ag and Natural Resource programs for the University of Arizona in Gila County. His focus includes: Forest Health and Fire Education, Master Gardeners and Home Horticulture, noxious weeds, and grazing in riparian areas and public lands. He received a B.S cum laude in Forestry from Northern Arizona University and a M.S. in Renewable Natural Resources from the University of Arizona. He served as a Peace Corps volunteer in Guatemala and was also Territorial Forester of American Samoa where he managed the island's USDA Forestry program.

James Knight, Ph.D., was reared in Colorado where he attended public schools near his home in Last Chance, Colorado. He earned his Bachelor's and Master's degrees from Colorado State University and was a teacher in public schools in Holyoke and Golden, Colorado. He received his doctorate from The Ohio State University in 1977 and served as a full-time professor until 1988. At that time he became an adjunct professor, moved to Tucson, Arizona, and started his own private consulting business. He resumed university work with the University of Arizona in 1996 and he was appointed full professor on July 1, 2000. Then on July 1, 2001, he became the Department Head in Agricultural Education at the University of Arizona. Effective July 1, 2005, he was named as a Faculty Associate for the College of Agriculture and Life Sciences at the University to work with Faculty Development and student recruitment.

As a classroom teacher and professor, Dr. Knight has received numerous awards and recognition for his teaching skills. He received the "Alumni Distinguished Teaching Award" at Ohio State in 1987, given annually to only eight persons out of 3500 faculty members. During 2005 he was recognized by the Western Region American Association for Agricultural Educators with the Distinguished Teaching Award. He was also awarded the Outstanding Faculty Award by the Senior Honorary "Bobcats" at the University of Arizona. In 2006 he was selected for the Outstanding Teaching Award for the College of Agriculture and Life Sciences at the University. In addition, he has been recognized at local, state and national levels for his service to secondary and university students.

Traveling to all 50 states, Trinidad-Tabago, Canada, Guam, England, Ireland, Cameroon, South Africa, and Namibia, Dr. Knight has made literally thousands of presentations on such topics as School Climate, Motivation, Leadership, Educational Excellence, Teaching Effectiveness, Equity Issues, Educational Reform and many other related topics.

Erik Marter is the owner and Executive Director of Synergo, an organization dedicated to empowering youth and adults to take responsibility for their lives and grow to reach their full potential. Erik learned long ago that people learn best through their experiences. He created a company dedicated to creating experiences for individuals to learn about themselves, their world, and their relationships with each other. Erik has designed, implemented, and facilitated youth and adults through personal empowerment, relationship/team building, and organizational development programs both on the challenge course and in classroom/conference room trainings. During the last 15 years he has worked with over 40,000 people from schools, non-profit organizations, camps, youth serving agencies and corporations.

Erik designs training programs for facilitators, teachers, counselors, and corporate trainers, teaching the power of experiential learning and how to apply it in the classroom and workplace. His focus in empowering others to teach through experiences is to create a learning environment where kids and adults are invited to learn and truly want to learn.

Erik has a degree from the University of Oregon. He is certified by the Association for Psychological Type as a presenter of the Myers-Briggs test. He is a member of the Association for Challenge Course Technology (ACCT) and a member of the National Review Committee for Facilitation Standards and Guidelines. Erik is a member and former chair of the NW Challenge Course Network (NCCN). He is recognized in the field as a trainer of challenge course technical skills and group facilitation skills.

Amy Meier became the Extension Educator for Northern Nye and Esmeralda Counties July 2005, working primarily in the Children, Youth and Families and Community Development program areas. Her efforts mainly focus on strengthening families and working with youth at risk, building community leadership capacity, and fostering economic development through entrepreneurship and farmers' markets. Prior to coming to Nevada, Amy worked with AFS Intercultural Programs and the Center for 4-H Youth Development in Minnesota. Her educational background includes degrees in education, Spanish, youth development, peacebuilding and cultural issues. As a student, Peace Corps Volunteer, and Rotary World Peace Scholar, Amy has lived in Costa Rica, Botswana, and England.

Shannon Mueller, Ph.D., is an Agronomy Farm Advisor in Fresno County for the University of California Cooperative Extension. The focus of her position is research and education programming in alfalfa hay, alfalfa seed, dry beans, oilseed crops, and pollination. In addition to her extension program, she has assisted the County Director with administrative duties by providing backup throughout the year and standing in for the CD while she was on sabbatical leave. Shannon received her Masters and Doctorate Degrees from Cornell University in Ithaca, New York. In a never-ending quest to achieve balance in her life, Shannon started keeping bees as a hobby and is also taking watercolor painting classes to exercise the other half of her brain.

Milan Shipka, Ph.D., is currently a professor of animal science at the University of Alaska Fairbanks and serves as the extension livestock specialist with the Cooperative Extension Service at UAF. His main program serves livestock producers and he provides statewide leadership in the reproductive and nutritional management of ruminant livestock species and serves as a liaison between producers and veterinarians for health management issues. He is also the go-to person for questions from people with all other types of livestock. Besides his responsibilities as extension livestock specialist, Milan is also an animal scientist with the School of Natural Resources and Agricultural Sciences and the Agricultural and Forestry Experiment Station at UAF and has established an active research program in reproductive biology of reindeer and musk ox. In addition, he currently serves as chair for the Department of High Latitude Agriculture and Associate Director of the Agricultural and Forestry Experiment Station at UAF.

Eleanor Jennie Stell, M.A., is the Organizational Development Leader for the Personal Organizational Development System for North Carolina Cooperative Extension at North Carolina State University.

Eleanor holds a M.A. degree in Adult Education and Counseling and a B.S. degree in Business Management from North Carolina State University.

Eleanor's professional roles include: senior-level coach; consultant and trainer in professional, career, and organizational development. She has extensive experience in management, performance, and psychological assessments. Areas of expertise include strategic planning, group process, teambuilding, process improvement, program development, and teaching. She is certified and experienced as a mediator, negotiator and facilitator.

During her twenty years experience working in the private and public sectors, she has made numerous presentations at professional associations and has been published in peer-reviewed journals.

Rey Torres is Director of the Taos County office for New Mexico State University Cooperative Extension.

Dr. Deborah Young joined Colorado State University as the Associate Provost and Director of Extension in August 2007. Dr. Young earned a bachelor of arts in biology and Spanish from Indiana University and Universidad Iberoamericana in Mexico City. She has an M.S. and a Ph.D. in plant pathology, both from the University of Arizona. Dr. Young has served as an extension agent, an extension specialist, a county extension director and as associate director for the University of Arizona statewide Extension program.

WELD V interns

Kari	van Delden	AK
Daniel	McDonald	AZ
Gloria	Barret	CA
John	Borba	CA
Fe	Moncloa	CA
Rhonda	Follman	CO
Sastry	Jayanty	CO
Kurt	Jones	CO
Joanne	Littlefield	CO
Linda J.	Cox	HI
Carrie Sue	Schumacher	MT- 1994
Rachel	Endecott	MT
Mike	Schuldt	MT
Martin	Twer	MT
Stan	Jones	NM
Marilyn	Ming	NV
Maxine	Day	OR
Tina	Dodge Vera	OR
Dana	Martin	OR
Ron	Patterson	UT
Colleen	Campbell	WY
Hudson	Ray Hill	WY
Rachel	Novakovich	WY
Barton	Stam	WY
Tansey J.	Sussex	WY
Lindsay	Taylor	WY
Amber	Wallingford	WY

WELD V Planning Committee

Dan Clark, Chair (MT)	Amy Meier, (NV)
Milan Shipka (AK)	Staci Emm (NV)
Chris Jones (AZ)	Troy Downing (OR)
Shannon Mueller (CA)	Steve Burr (UT)
Judy Barth (CO)	Doug Stienbarger (WA)
Lynn Nakamura-Tengan (HI)	Jim Christenson (WED Liaison, AZ)
Vacant (ID)	Duane Williams (WY)
Rey Torres (NM)	