# Professional Development NELD

## Special points of interest:

- Introduction of participants
- Emotional Intelligence
- Future of Cooperative Extension
- Managing Conflict using ICS
- United States Air Force Academy Site Tour
- Understanding Culture

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# National Extension Leadership Development

#### Session 1: Colorado Springs—January 19-22, 2011

The opening session of the National Extension Leadership Development program kicked off on Wednesday evening, January 19, in Colorado Springs at the Cheyenne Mountain Resort Hotel.

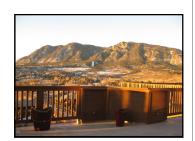
The evening was spent getting to know the 45 participants from 12 of the 13 north-central states. The states included Illinois, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, Indiana, South Dakota and Wisconsin. There are 13 male and 32 females participating in the program.

The theme of the first session, "Understanding My Role as a Leader", helped to frame expectations of the training.

The pre-session homework prepared participants to be fully engaged and stimulated by the materials presented.

The homework included completion of a personal information profile along with completing the Emotional Intelligence inventory. The inventory will be discussed later on in this report.

The highlight of the first session was the tour of the United States Air Force Academy. The individualized guided tour was very informative. Note the added information provided later in the report.



Beautiful mountains in Colorado Springs.

#### **Emotional Intelligence Inventory**

The EQ-i® is the first instrument scientifically developed and validated to measure Emotional Intelligence (EI). Research indicates a strong correlation between EI and leadership success. Your EI grows throughout life and can be improved through training in a program such as NELD.

Prior to the session, each participant was asked to complete El survey. Each participant also was given an individualized review or debriefing from staff from the University of Minnesota.

The purpose of the EI is to provide participants to learn more about their individual preferences and gain insights about how you tend to address demands that arise in your typical life and work environments.



### National Extension Leadership Development

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Participants divided into state groups to discuss the future of Cooperative Extension Service.

"It is not the most
smartest specie
that will succeed,
but the one with
the most
flexibility to
change."
Charles Darwin

Sessions helped participants develop a better understanding of group dynamics.

#### **Future of Cooperative Extension Service**

This session was very interesting and informative as all states tended to be on the same page.

The following items were on the "most popular response" list:

- New governor At least half of the states reported a new governor. The consensus of the group is "unknown" as a new person in this position may or
- may not be beneficial to the Extension organization.
- Budget most states were anticipating some kind of a decrease in funding from 2% to 15% reduction.
- Staff Reduction Several states mentioned some kind of personnel or staff reduction is in the process or anticipated.
- "Do less with less!" —
   This statement seemed to come out of the discussion from most states.
   Staff are coming to the conclusion that more focus is needed to accomplish significant impacts.



#### **Managing Conflict using ICS**

The Intercultural Conflict Style Inventory (ICS) is designed to help you better understand approaches for resolving conflict when interacting with others.

It is specifically designed to focus on communication under conflict conditions.

Each participant completed the ICS inventory and gained insight on their preferred approach or style for resolving conflict.

There are basically 4 different intercultural conflict styles:

- Discussion Style verbally direct approach and emotionally restrained.
- Engagement Style verbally direct approach, but emotionally expressive.
- Accommodation Style

   indirect approach and emotionally restrained.
- Dynamic Style indirect strategies and emotionally expressive.

#### **Understanding Culture**

Understanding how others feel can be very important when working in our professions. For this session, we divided into 8 groups and each group was handed a stack of cards with different situations or characteristics you might possess

Some of the examples included:

- I tend to be the only female in the group.
- I am often asked to report back to a large group and provide an overview.
- I belong to a group where my views aren't the views of the group.

The exercise helped participants to develop a better understanding that people ARE different and always remember everybody has strengths and weaknesses that can contribute to the success or failure of a group.

#### Site visit to U.S. Air Force Academy

WOW is a great description of the tour of the U. S. Air Force Academy for our group.

It is extremely awesome to see the dedication and commitment of our youth.

We were very fortunate to an excellent weather of 50 degrees for the tour. It was a beautiful, sun-filled day that was great for a little hike around the campus.

The environment is one of structure, rules and regulations. But the rewards are lifetime friends, honor, person-

al development, pride and of course an exciting career.

The academy houses approximately 4,000 cadets on the Colorado campus. A congressional nomination is helpful in your acceptance, but does not guarantee admission. About 200 cadets withdraw from the academy annually.

The structure lends support for the cadets to volunteer for leadership responsibilities within their class. The three cadets actually volunteered to be our tour guides for the day. The class level determines where you can walk to and from classes. The freshmen have to "shuttle walk" around the outer perimeter of the campus to get from one place to the next. The class level also determines what clothing you wear. There are no civilian clothes worn the first two years outside of your room.



The wall showing the shields of each of the classes since it started in 1959.

"Say what
you mean
and mean
what you
say."
American

#### More information on the U.S. Air Force Academy

The life of a cadet can be very demanding and stressful, but also very rewarding. The good thing is that you have 999 other classmates that are going through the same thing!

However, there are sacrifices that the youth understand they accept upon admission, especially freshmen.

The following are some of the rules:

- 1. No Ipod or T.V.
- 2. No refrigerator
- 3. No coffee pot

But you can have the following:

- 1. computer
- Passes to leave campus

3. Leadership opportunities

If you ever have a chance to take a tour, don't pass it up. You know the saying, "it is a small world" holds true. The Lt. Colonel who briefed us at the starting of the tour attributed her leadership and decision choices to the 4-H and youth program. WOW....that really hits home!!!



The Buddhist chapel in the basement of the large a-frame chapel on campus.



Nationally acclaimed chapel that houses 4 religious beliefs: Protestant, Catholic, Buddhism & Jewish.



proverb

Cafeteria where all 4,000 cadets are fed in 35

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#### **Knowledge for Life**

Established in 1914, Cooperative Extension is a national educational network designed to extend technical expertise and research findings to help people improve their homes, families, farms, businesses and communities.

Today it is the largest, most successful educational organization in the world.

Extension programs are funded and guided by a partnership of federal, state and county governments and administered at Kansas State University, the land-grant university. The educational programs are supported and expanded by thousands of volunteer teachers and community leaders.

Call or visit the Smith County Extension Office for further information on the resources available through this unique educational network. Our office is located in the courthouse.

We are please to send you this educational material. Our purpose is to extend technical expertise and research findings to help people at home, work, and in their communities.



Downtown Mexico City in April.



One of the cathedrals on the square.

#### 2nd session.....April 2-9, 2011.....Mexico City, Mexico

On April 2, 2011, the NELD International experience begins! We will gather together at 5:00 p.m. in Chicago on Saturday for orientation and leave early Sunday morning (April 3, 2011) for Mexico City.

To make this a rich experience, the University of Minnesota Extension Center for Community Vitality has contracted with the Center for Global Education (CGE) to coordinate the seminar. CGE operates its own study/guest houses in Cuernavaca, Mexico. We will be staying at

Casa CEMAL where the guestrooms are dormitory-style.

This travel will also include a home stay to introduce you to family life in Mexico. Participants will be sent "in pairs" for the home stay experience.

Other highlights during the trip will include:

- \*Basket market
- \*Visit a primary school
- \*Tour International Maize and Wheat Improvement Center
- \*Tour of the famous Cathedral

In Mexico City and Cuernavaca, there are two distinct seasons: rainy and dry.

The rainy season extends from late May to October. During this time it rains frequently, and the total monthly rainfall may range form 5 to 11 inches with temperature averages in the mid 70's.

The dry season temperatures from November to January are cooler, in the upper 60's to low 70"s. We will be in the transition months (before the rains begin) temperatures increase to the 80's.