



UNIVERSITY OF MINNESOTA EXTENSION

Growing Local: Northfield Emerging Leaders Program

**PROPOSAL FOR A PILOT SERIES OF LEADERSHIP
TRAINING IN 2020**



UNIVERSITY OF MINNESOTA
EXTENSION

INITIAL COLLABORATORS-SPONSORS

City of Northfield

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WHAT

- Pilot leadership development program
- Three-pronged approach designed to attract, strengthen and support engagement and leadership
- Targeted to Northfield area residents from typically underrepresented or underserved populations in local public boards and commissions



WHY SUCH A PROGRAM?

- Societal changes, complexities are generating new opportunities, challenges and need for innovative solutions.
- Communities intentionally strengthening local leadership create more effective local governance, dynamic economies.
heartlandcenter.info/visionssite/spring2002/clues
- Stated need and interest in 2018-2020 Northfield Strategic Plan for diversifying local board and commission membership.



LONG-TERM OUTCOMES

- We effectively offer and engage emerging leaders in opportunities to gain personal and organizational knowledge, networks and strategies for successful service on boards and commissions.
- Our community's leadership in the 21st century is representative, diverse, inclusive and brings an equity lens to its leadership decision-making and action.



PROGRAM FORMAT – A THREE-PRONGED APPROACH

I. Cohort program

(for up to 16 participants)

- 4-session series, February-May 2020
- Educational topics
- Non-session attendance at a Board meeting
- 1-1 meeting with a Volunteer Coach
- Supplemental materials



LEADERSHIP COHORT TOPICS*

- Typical expectations, roles, responsibilities of board members
- Personal assets, contributions
- *Committees that Work: Common Traps, Creative Solutions*
- Board governance structures
- Group decision-making, conducting meetings
- Engagement and leadership amidst difference and change



***Final topics to be finalized with an Advisory Team**



II. Post-cohort workshop

(for cohort participants and coaches)

- In early Fall, 2020
- Networking and learning about Board openings
- Mini-training: e.g. decision-making with an equity lens



III. Workshop on Board/Group Readiness

(for current Board members as well as interested cohort Alumni and Coaches)

- Held later Fall, 2020
- Designed to:
 - explore readiness for new/diverse membership, and
 - learn strategies for group decision-making that supports equity and diversification.



FINANCIAL SUPPORT CAN INCLUDE:

- In-kind support
- Participant fee
- Business Sponsorships
- Grants



ESTIMATE COSTS & REVENUE*

- Total 2020 cost ~ \$10,049
- Extension in-kind Pilot support ~ \$4,851
- Local funds/fees/contributions ~ \$5,198

* This may change as program is still in development.



KEY PARTNER ROLES, FUNDING, SUPPORT (to date)

City of Northfield

- Local coordination, recruitment, network outreach
- Recruit and engage local partners for Advisory team, funding (ex. School District, HCI, etc.)
- Securing locations, logistics, additional funding

University of MN Extension

- Contributing in-kind program design, teaching and evaluation services for this pilot offering
- Guiding coaches and participant selection



WHO CAN PARTICIPATE?

Anyone who lives or works in the
Northfield area!

Target audience is people who are
currently underrepresented on Boards
and Commissions.





Questions?

Thank you for your support!

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