



UNIVERSITY OF MINNESOTA EXTENSION

Growing Local: Northfield Emerging Leaders Program

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



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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.





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Questions?

Thank you for your support!

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