



PROPOSED 2020 PILOT LEADERSHIP TRAINING PROGRAM

Growing Local: Northfield Emerging Leaders Program



ABOUT THE NEED AND OPPORTUNITY

Thriving communities in the 21st century have knowledgeable, skilled and networked civic leaders of all backgrounds who effectively engage and lead with others. Communities intentionally strengthening local leadership create more effective local governance, dynamic economies. heartlandcenter.info/visionssite/spring2002/clues. Per the *Minnesota Compass Geographic Profile*, Northfield has residents with wide-ranging income and education levels and also residents of color. Diversifying local board and commission membership and engaging those historically/typically under-represented, as described in the City's 2018-20 Strategic Plan, offers an exciting opportunity to expand and strengthen Northfield's 'pool' of leadership.

Concurrently, the Leadership and Civic Engagement (LCE) educator team of Extension's Center for Community Vitality is interested in expanding and strengthening its programs and resources for diversifying local leadership in Minnesota. Thus, Extension is excited at the potential opportunity to partner with the City of Northfield in the presentation of the program series described below. This three-pronged program approach has been designed as a PILOT program that will not only help Northfield meet its diversification goal but also inform the LCE team's future programming and teaching services in this area. Given this interest, Extension is contributing its design, teaching, facilitation and evaluation services for this one-time pilot program.

PROPOSED PILOT PROGRAM SERIES

This pilot set of leadership education offerings is designed to strengthen the knowledge, networks, skills and confidence of Northfield area residents typically underrepresented or underserved to aspire to and serve on public and other local area boards and commissions.

I. Cohort program

- 4-session workshop series on educational topics offered February-May 2020
- Targeted audience: Up to 16 emerging leader participants of those currently underrepresented on our local Boards and Commissions. Open to anyone living or working in the Northfield area!
- Outside attendance at one Board/Commission meeting of interest
- 1-1 meeting with a Volunteer Coach
- Supplemental materials
- Educational topics (to be finalized with a local advisory group) could include:
 - ✓ 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

II. Post-cohort workshop

- One 3-hour session in September 2020 for up to 36 attendees that includes all cohort participants and cohort coaches offering:

- ✓ Networking and learning about board openings
- ✓ Brief training session. Topic ideas include: Decision-making with an equity lens

III. Thriving amidst diversification: Readiness training for boards & commission members

- One in-person workshop in October/November 2020 to strengthen the readiness of local groups and organizations to effectively engage these residents and thrive amidst diversification
- Target audience: Up to 24 attendees (cohort alumni and interested current city/local commissions and board members) to:
 - ✓ explore readiness for new/diverse membership
 - ✓ learn strategies for group decision-making that supports equity and diversification

INITIAL COLLABORATORS/SPONSORS, ROLES

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, facilitation and evaluation services
- Guiding program planning, participant and coach selection and development

LONG-TERM OUTCOMES FOR NORTHFIELD

- 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.

ESTIMATED 2020 COSTS AND FUNDING SOURCES

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

FOR MORE INFORMATION

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