



NJ AGRICULTURAL EXPERIMENT STATION
RUTGERS
COOPERATIVE RESEARCH & EXTENSION

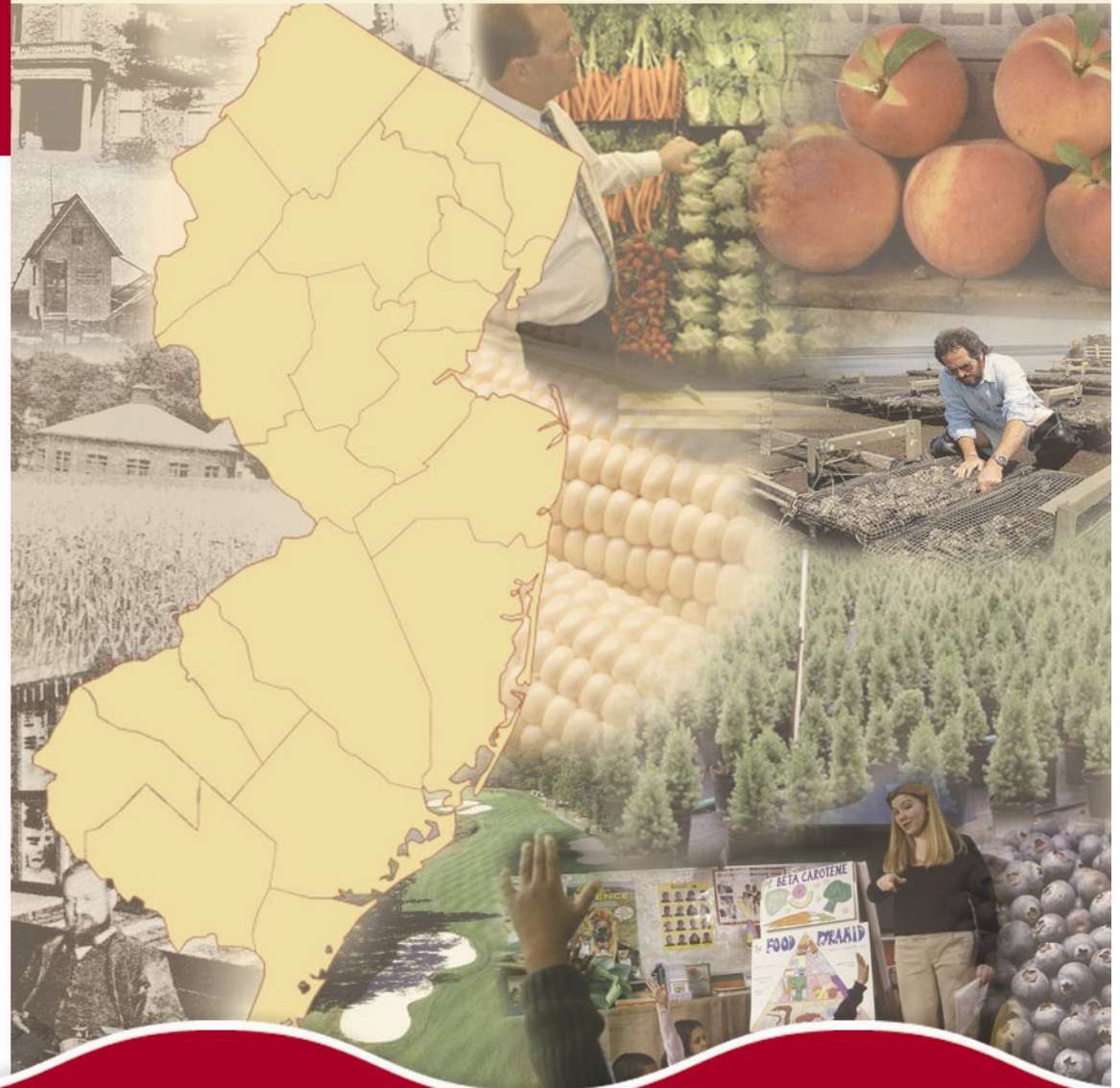
ENVIRONMENTAL STEWARDS

INTRODUCTION & LEADERSHIP

January, 2007

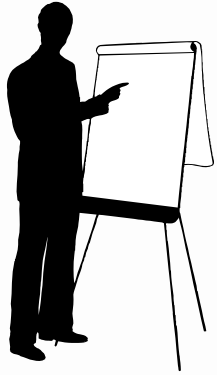
Dr. Mary Nikola
RCE

SESSION I



THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS
COOK COLLEGE

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AGENDA

- I. Welcome, Introduction & Agenda
- II. Overview Environmental Stewards Program
- III. Leadership Development: Solving Problems/Making Decisions
- IV. Environmental Stewards Program
Your Expectations
Additional Details
- V. Summary & Adjourn

OBJECTIVES

- Understand of the Program
- Establish a network within the group
- Examine leadership and solving problems & making decisions

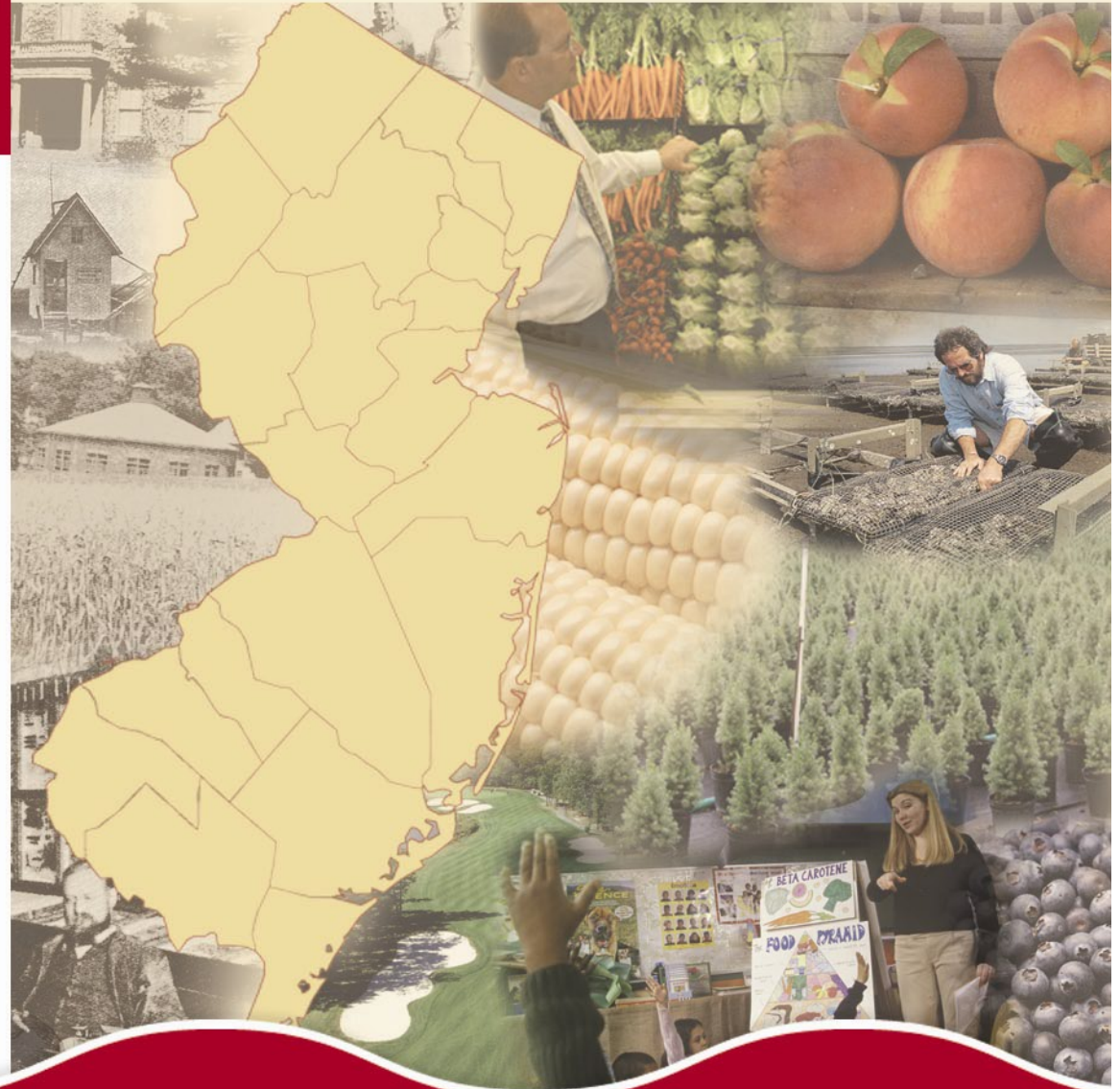




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Environmental Stewards

PROGRAM OVERVIEW



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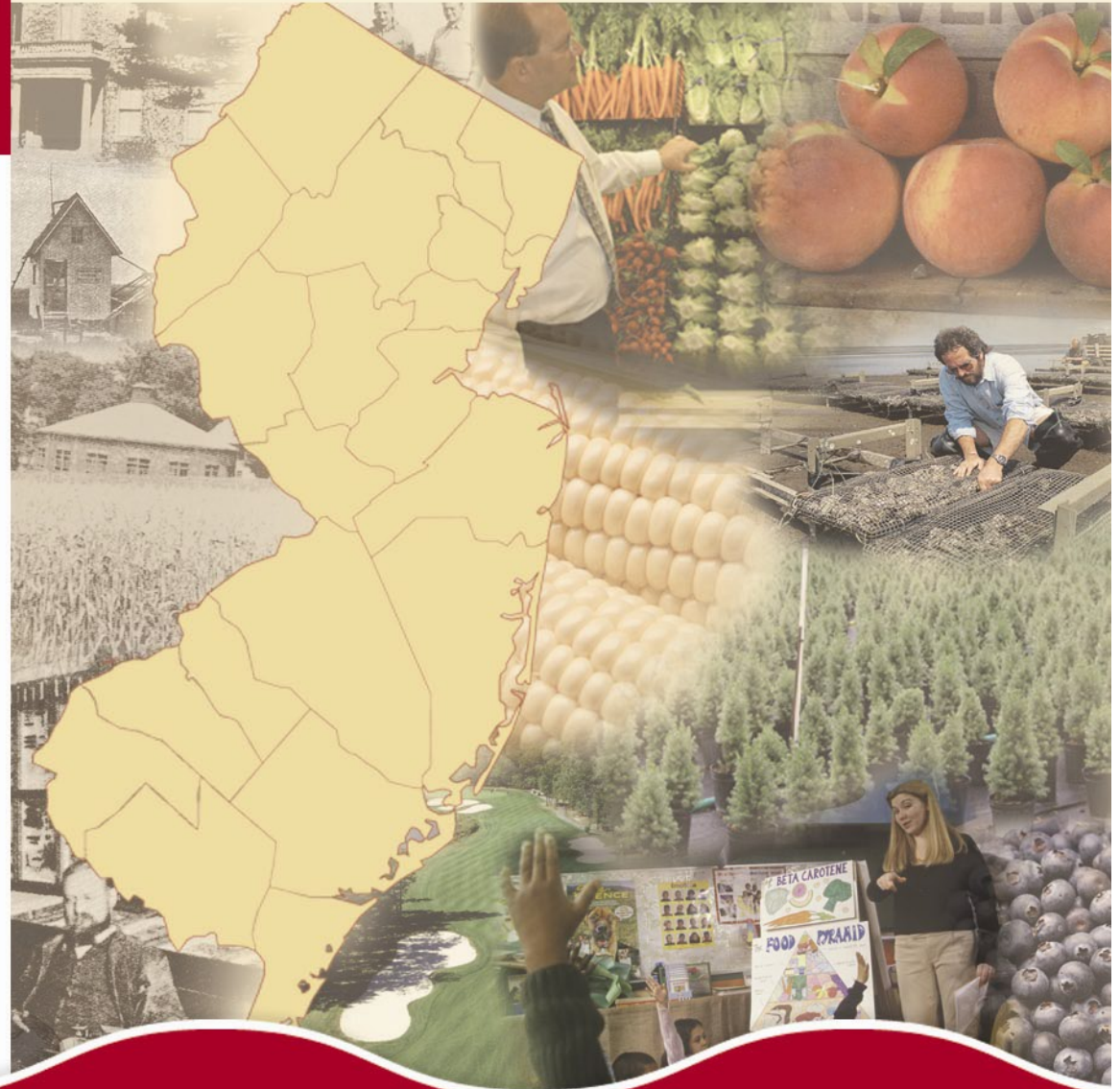
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Environmental Stewards

LEADERSHIP DEVELOPMENT



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Leadership Development: Solving Problems/Making Decisions

AGENDA

- Defining leadership
- Identify competencies
- Solving problems/making decisions
- Summary, Q&A

OBJECTIVES

- Examine characteristics of effective leadership
- Review skills/strategies for effective problem solving/decision making
- Reflect on your own personal leadership development needs

YOUR EXPERIENCES

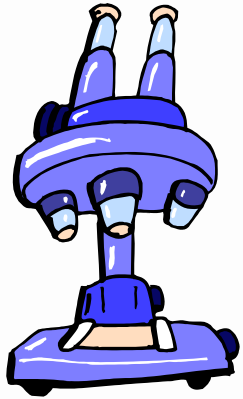
Think of a time in the past when someone you know demonstrated good (or poor) leadership.

- What did the person do?
- What were the results?
- What was the person's position/role?



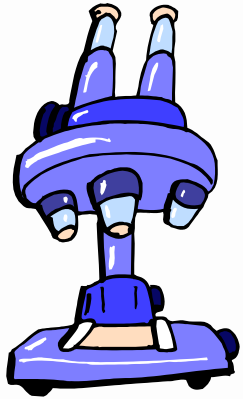
Leadership Defined

- What is leadership?
- How is it different from managing?
- What does it take to be an effective leader?
- How does leadership fit within the Environmental Stewards program?



Review of the Research

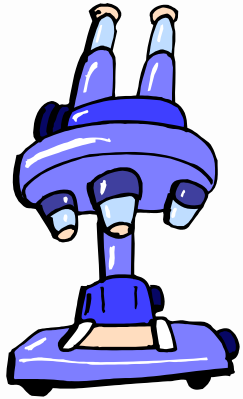
- Secondary literature review 1996
- 100+ studies between 1980-1992



Review of the Research

FINDINGS

- Previous studies revealed “little agreement” on what constitutes leadership



Review of the Research

FINDINGS

- Of the hundreds of identified leadership characteristics, only one characteristic appeared in **every study**

FINDINGS

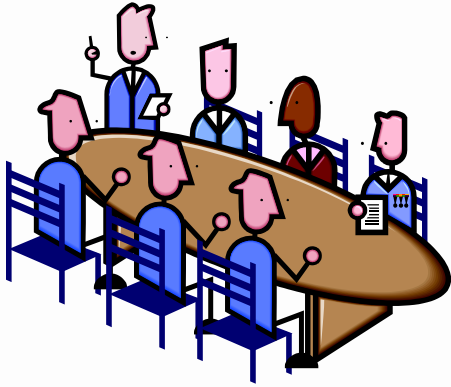
“Effective leaders”



FINDINGS... The other top characteristics

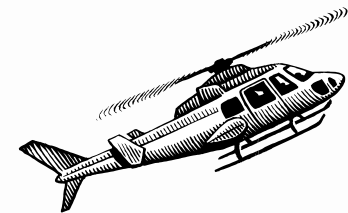


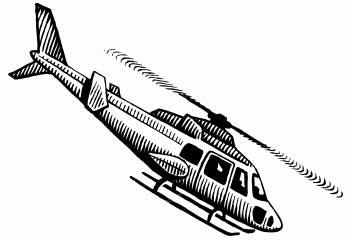
- Ability to **c**_____ **a** _____
- **C**_____ to & a **p**_____ for the organization
- Ability to **communicate c**_____
- Ability to **i**_____ trust & **b**_____ relationships



PROBLEM-SOLVING AND DECISION-MAKING

- Small Group Exercise – Cascades
- Individual and team decisions





CASCADES



- Watch /listen to the video
- Read along on page 1
- Additional info available on page 3
- Individually rank the items 1-12 with “1” as the most important item
- You have 10 minutes to complete your ranking



CASCADES

- Working as a group review your rankings and come up with a new TEAM ranking
- Do not change any of your individual rankings
- You have 20 minutes



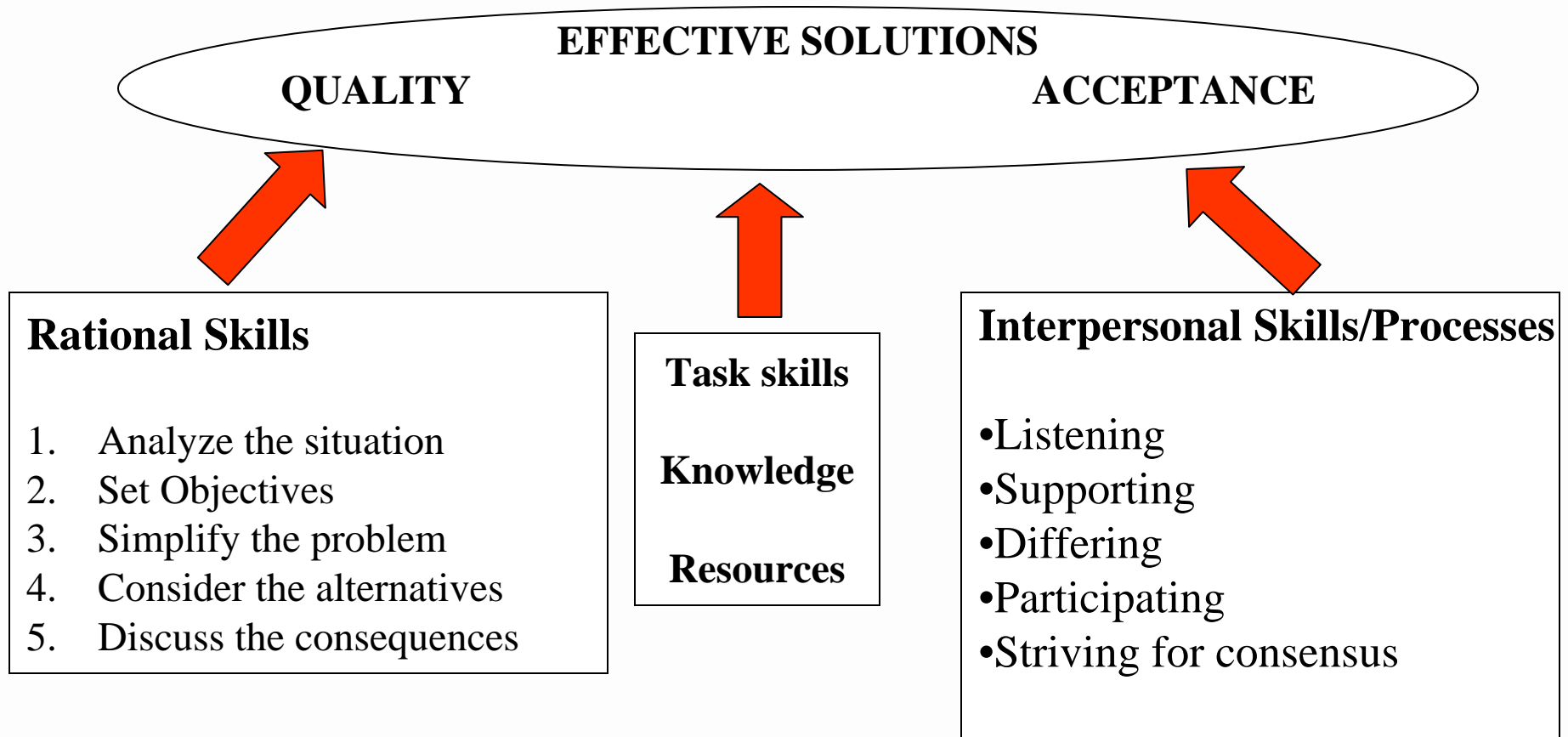
CASCADES PROBLEM SOLVING

As a group ... discuss the following questions

1. What problem solving skills did your group use to resolve the situation ?
-

2. What interpersonal skills did your group use to come to consensus ?
-

SYNERGISTIC PROBLEM SOLVING MODEL



SUMMARY

- Think of leadership in terms of establishing a clear vision and working to influence others to see the same vision you see.
- Think about your interpersonal communication skills of :
 - Listening
 - Supporting
 - Differing
 - Participating
 - Striving for consensus

***Thank You,
Mary***

Environmental Stewards Program

- Your expectations & additional details
- Q & A
- Next Meeting
- Adjourn