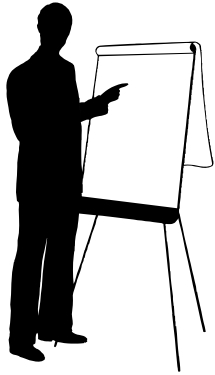


RUTGERS

New Jersey Agricultural
Experiment Station

**ENVIRONMENTAL
STEWARDS**

**Program Overview &
The Leadership Challenge
January, 2008**



AGENDA

- I. Welcome, Objectives & Program Overview
- II. Class Introductions: Name, Hometown,
Environmental Experience & Program Expectations
- III. Leadership Challenge
- IV. Summary, Additional Questions & Adjourn

OBJECTIVES



- Understand of the Program
- Establish a network within the group
- Examine characteristics of effective leadership

The background of the slide is a solid red color. A large, faint watermark of the Rutgers University seal is visible, centered on the left side. The seal features a sunburst design with rays emanating from a central point, surrounded by a circular border containing the text "RUTGERS THE STATE UNIVERSITY".

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PROGRAM OVERVIEW

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New Jersey Agricultural
Experiment Station

THE LEADERSHIP CHALLENGE

ENVIRONMENTAL STEWARDS

January, 2008



Dr. Mary Nikola, Director, Leadership & Organizational Development

Rutgers Cooperative Extension



AGENDA

- I. Introduction: Agenda, Review and Objectives
- II. Defining Leadership
- III. The Leadership Model
- IV. Application and Action Planning

OBJECTIVES



- Describe leadership “personal bests”
- Identify characteristics of effective leaders
- Describe Five Practices Leadership Model
- Specify actions for developing leadership

II. Defining Leadership

Your Personal-Best Leadership

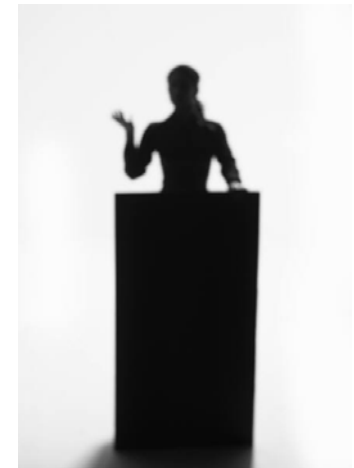
Recall a time when **you did a good job as a leader of others**. Your leadership example can be from a work or non work situation. Summarize that experience below. Be prepared to share your example. (5 min)

- * What was the situation?
- * What did you do?
- * What was the impact?



GROUP EXERCISE

- Working in assigned teams, discuss your personal examples. Include actions and impact.
- Capture 5-7 common leadership behaviors or themes from the discussion.
- Select spokesperson to report out.



YOUR OBSERVATIONS ?





What the Research Shows The Five Best Practices

- Kouzes and Posner
- 20 years or research and application
- 7500 Personal Best Examples
- 4000 Personal Best leadership survey
- 100,000 respondents in data base

1. Model the Way



- Clarify your personal values
- Set the example by aligning actions with shared values.

2. Inspire A Shared Vision



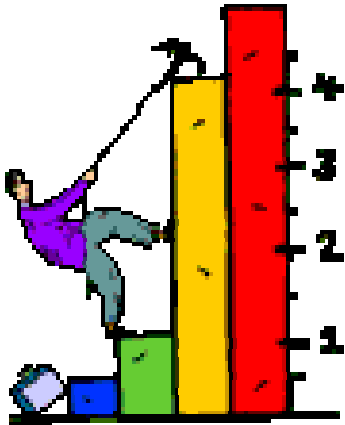
- Envision the future by imagining exciting and ennobling possibilities
- Enlist others in a common vision by appealing to shared aspirations



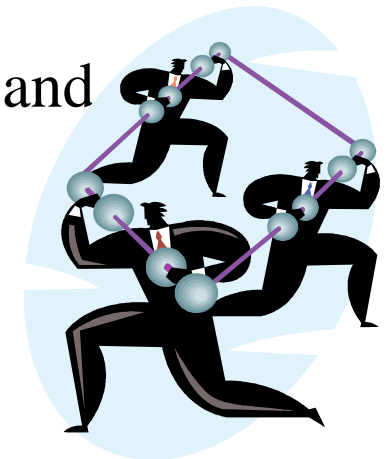
NOTES



3. Challenge the Process



- Search for opportunities by seeking innovative ways to change, grow, improve
- Experiment and take risks by constantly generating small wins and learning from mistakes





4. Enable Others to Act

- Foster collaboration by promoting cooperative goals & building trust
- Strengthen people by sharing power and discretion



5. Encourage the Heart

- Recognize other's contributions by showing appreciation for individual excellence
- Celebrate the values & victories by creating a spirit of community

IN SUMMARY



1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable others to Act
5. Encourage the Heart

Reflections



Here is what I'm thinking ...



Action Steps - Consider the Leadership Practices Model

- Identify one insight you gained from this session.
- Identify one action you will take as a result.

**If you don't believe in the messenger,
you won't believe in the message.**

NOTES

