

Developing Leaders at Minority-Serving Institutions: The *LEAD21* Program

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Fort Valley State University

Objectives

- Provide an overview of the LEAD21 Program
- Discuss the history and professionals who facilitate the program
- Describe the application process
- Share personal experiences
- Answer questions about the program

LEAD21 - What is it?

Provides leadership and professional development training for faculty and staff within the land-grant system over a yearlong period.

Focuses on the following primary competencies:

- 1) Communicating Effectively
- 2) Managing Conflict
- 3) Fostering Collaboration
- 4) Leading Change

LEAD21 - What is it?

Focuses on following secondary competencies:

- 1) Leading with integrity and values
- 2) Developing self and others
- 3) Valuing diversity
- 4) Developing a deeper knowledge and appreciation of higher education

LEAD21 - What is it?

PROGRAM GOALS

- Enhance application of skills and knowledge learned in five core competency areas, and four secondary leadership competencies.
- Develop a peer leadership network in order to enhance personal leadership practice, collaboration, and diversity of perspective.
- Develop and implement an individual leadership development process.

LEAD21 - History

- Established in 2004
- NELD & ACOP/ESCOF

LEAD21 - Facilitators & Staff

- **Kim Anderson Heller - Vezeto Leadership Consulting**
- **Carolyn Humphrey - The Consulting Psychology Group**
- **John Phillips - First Americans Land-grant Consortium (FALCON)**
- **Rob Williams - Georgia State University
Center For Ethics and Corporate Responsibility**
- **Larry Van De Valk - Cornell University
Community And Regional Development Institute**
- **Rochelle Strickland Sapp - University of Georgia
Agricultural Leadership, Education And Communication**
- **Kristi Farner - University of Georgia
Agricultural Leadership, Education And Communication**

LEAD21 - Board of Directors

- Laurie Kramer, Chair University of Illinois ACOP Member
- Craig Beyrouy Colorado State University AHS Member
- Mark Erbaugh Ohio State University ICOP Member
- Dyremple Marsh Delaware State University 1890 Representative
- Barbara Petty University of Idaho
- Dan Rossi, Program Chair Rutgers ESCOP Member
- Jon Boren New Mexico State University ECOP Member
- Brian Kowalkowski College of Menominee Nation 1994 Tribal College Member
- Paul Patterson Auburn University ACOP Member
- Todd Winters University of Tennessee at Martin NARRU Representative
- David Benfield Ohio State University ESCOP Member
- Michel Desbois National Institute of Food and Agriculture USDA/NIFA Member
- Tanner Machado Texas A&M University – Kingsville HSI Representative
- Nick Place University of Florida ECOP Member

LEAD21 - Participation Map

LEAD21, ESCOP/ACOP, and NELD Participants, 2001-2015



LEAD21 – 20+ Participants

Institution	#	Institution	#
USDA	70	North Dakota State University	27
University of Tennessee	53	Mississippi State University	26
University of Georgia	45	Oklahoma State University	25
Oregon State University	44	University of Missouri	24
University of Florida	41	Pennsylvania State University	22
Louisiana State University	36	University of Illinois	22
The Ohio State University	36	Virginia Tech	22
Purdue University	35	Clemson University	20
Washington State University	30	Michigan State University	20
North Carolina State University	29	University of Minnesota	20
Auburn University	27		

1890 Institutions and UDC	Total Number of Participants
Alabama A&M University	4
Alcorn State University	3
Delaware State University	4
Florida A&M University	3
Fort Valley State University	7
Lincoln University	3
North Carolina A & T State Univ.	7
Prairie View A & M University*	13
South Carolina State University	3
Southern University	9
Tennessee State University*	13
Tuskegee University	3
Univ. of Arkansas at Pine Bluff	1
Univ. of Maryland Eastern Shore	1
University of Washington DC	2
TOTALS:	76

14 out of 19

1994 Institutions	Total Number of Participants
Chief Dull Knife College	1
College of Menominee Nation	1
Dine College	1
Fort Peck Community College	3
Lac Courte Oreilles Ojibwa College	1
Northwest Indian College	1
Salish Kootenai	1
Sisseton Wahpeton College	1
SW Indian Polytechnic Institute	2
<i>Territories</i>	
American Samoa Community College	5
Northern Marianas College	1
University of Guam	7



How it Works:

Application Process (from Sept. 15 - Nov. 14)

- 1) Get approval from dean/director/administrator
- 2) Identify a mentor
- 3) Write a 500-word essay and 150-word brief biography
- 4) Submit application online via LEAD21 website



Scholarships:

- Available usually partial and are for the 1890, 1994, Territory and 2008 institutions
- Based on responses in the application for acceptance by the Recruitment and Application Committee



The investment is \$9,500 which includes:

All instructional fees

Educational Materials

All meals and lodging at the three on-site sessions

Assessment instruments

Self-directed project support between on-site sessions (i.e. conference calls, web-based guidance, mentoring)



How it Works:

A one-year core curriculum to include three sessions:

Session I - Minneapolis, MN

- **Uses self-assessments to increase awareness of leadership strengths, weaknesses and styles**
 - **Teaches various leadership tools and skills**



How it Works:

Session II - Kansas City, MO

Uses simulations and small group exercises to:

Increase awareness of group and team dynamics, the role of individuals within those groups and teams

Demonstrate how communication, conflict, change, and collaboration affect teams.



How it Works:

Session III -Washington, DC

- Focuses on:
 - Public leadership, policy development and federal legislation
 - Managing change and resources
- Post Sessions
 - Assessments

Who's Participating?

Those who participate from the land-grant community are mostly:

- Faculty
- Specialists
- Program and team leaders
- Research station and center directors
- District and regional directors
- Department heads/chairs
- National Program Leaders
- Males



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LEADERSHIP FOR THE 21ST CENTURY

LEAD21 Feedback

Quotes from participants:

“I have certainly improved my communication skills, negotiating skills, listening skills, group dynamic skills, professional development and general leadership activities.”

“As a result of LEAD21 I am more active during meetings; I engage outside audiences better; I praise people when they deserve it; and I am better at managing conflict.”

Quotes from participants:

“ I have become more reflective upon how I react to conflict and how I can help others work through their problems.”

“My peer coaching team was unequivocally responsible for helping me see some of my faults and strengths as a developing leader. Because of their wisdom, I remind myself to think about how they would respond if under the same situations.”

LEAD21 – The Importance

Minority Serving Institutions should participate because the program:

- Results in better employees who are more dedicated, loyal, self-motivated, energized, and innovative
- Provides a better understanding of administrators' decisions
- Develops an engaged workforce



For additional information:

- **Visit:** www.lead-21.org
- **Contact:**
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Questions?



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