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CENTER FOR LEADERSHIP DEVELOPMENT

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DEPARTMENT OF AGRICULTURAL EDUCATION/CENTER FOR LEADERSHIP DEVELOPMENT
STRATEGIC PLAN FOR 1989-91
PROGRAM AREA: CENTER FOR LEADERSHIP DEVELOPMENT

Background Statement and Rationale: According to Naisbett and Aburdene (Reinventing the Corporation, 1985) it will be the management of human resources rather than management of economic resources that will determine the margin of success for organizations in the future. In addition, the recently (1988) published report from Stanford Research Institute (SRI) International, called "New Seeds for Nebraska," indicated that skilled and adaptable human resources are a major area where action is needed to give Nebraska the competitive advantage in tomorrow's economy. The report encouraged the University of Nebraska to be more proactive in developing the human resource capital available in the state. The Center for Leadership Development is a multidisciplinary effort and is designed to meet these futuristic goals.

Program Goal: To enhance leadership and human resource development across Nebraska in accordance with priority needs identified in "Directions for the Future, A Strategic Plan for IANR."

Statement of Action: The primary purpose of the Center is to provide and encourage educational programs in leadership/human resource development for all Nebraskans. This will be accomplished through workshops and seminars for business, industry and other organizations, in cooperation with other colleges and leadership programs (i.e., LEAD, Leadership Omaha, etc.). Specifically, program objectives will include:

1. Continue delivery of a quality Nebraska LEAD program for a total of sixty participants. The 1989-90 program will include 13 three-day In-State Seminars, one ten-day U. S. Study/Travel Seminar, and one three-week International Study/Travel Seminar.
2. Target the non-profit, education and youth clientele for priority program development effort in 1989-90. It is anticipated that two major programs will be conducted monthly, each serving an average of thirty clients (720 persons).
3. While developing a Corporate program thrust, CLD staff will conduct leadership and human resource management workshops and seminars for business and industry in 1989-90. Approximately six corporate programs, averaging twenty persons per program will be planned. Total corporate clientele being served should double in 1990-91.
4. Establish an instructional materials resource center by developing and acquiring leadership/human resource development instructional materials for use with credit and non-credit college courses and programs for individuals, organizations and businesses/agencies which could benefit from such materials.

Primary Contact Person: Department Head/Center Director (Blezek) with an Associate Director (Miller) who possesses considerable expertise in corporate human resource/leadership development to cultivate that market and coordinate the operations of the Center for Leadership Development.

Linkages: The Center for Leadership Development has the potential of developing strong linkages with many other department and colleges. A number have been identified in previous proposals.

Time Frame: July 1, 1989 and continuous through June 30, 1991.

Resources Needed: To meet the first year needs, funding for 3.0 FTE will be by reallocation and/or will be generated from external grants. The greatest immediate need from IANR will be the one FTE in the form of an Associate Director who will assist and be a key individual for the future success at the Center. Part of the Associate Director's salary may be realized from current salary savings from within the Department. Additional dollars will be allocated by IANR, according to the Center proposal, in the amounts of \$20,000 in the third year, and \$35,000 in the fourth year of operation. An estimated \$250,000 from grant dollars and user fees will be needed to provide for expansion to 5 FTE plus operating cost by 1991.

BACKGROUND

Considerable planning on the part of a broad based representation of both campus and statewide leaders led to the establishment of the "Center for Leadership Development" at the University of Nebraska which was formally recognized and approved by the University of Nebraska Board of Regents at their February 1989 meeting. The purpose of the Center is to provide leadership and human resource development programs, resources and other activities for citizens of Nebraska and beyond.

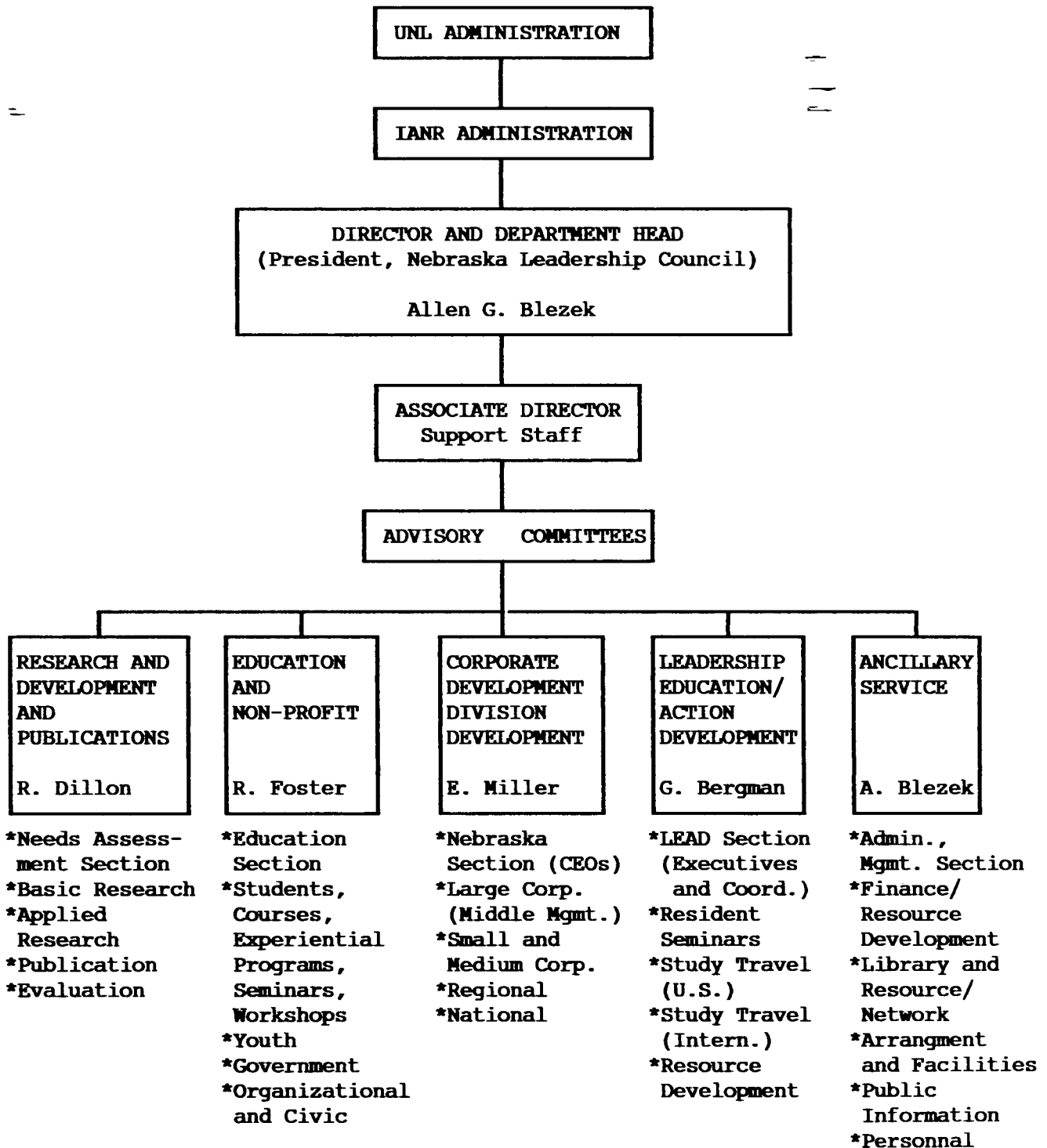
The need for a Center for leadership and human resource development was the topic of much interest and discussion within the State of Nebraska and the University of Nebraska community in the mid 1980's. As a result of this growing interest, in November 1989 fifty persons representing various leadership organizations from across Nebraska gathered at a meeting sponsored by the Nebraska Leadership Council and hosted by the President of the University of Nebraska. The purpose of this meeting was to discuss individual program initiatives and examine the need for a leadership center, with the possibility of ultimately establishing such a Center within the University of Nebraska. Numerous other meetings were then held to explore in greater depth the possibility of a leadership and human resource development center in Nebraska. A steering committee comprised of both campus and non-campus representatives of a wide-range of leadership organizations unanimously endorsed and urged the development of the "Center for Leadership Development." Additionally, the W. K. Kellogg Foundation and others expressed significant interest in the development of such a Center and suggested that it could become a national model for other states to follow.

In past years, much attention had been given to economic development and increased production using Nebraska's natural resources, while much less attention had been given to the development of Nebraska's leadership and human resource capital. Yet chances were, and continue to be, very high that nearly everyone in Nebraska will be called upon at one time or another to lead, to set a course of action for others to follow. Of course, leadership may take many forms: as a parent, a member of a student organization, a school board member, a farm commodity board member, a government agency official, a businessman, a volunteer, or a leader in a community.

Many programs had been established to organize and conduct activities in the area of leadership and human resource development, with little attention given to cooperation or coordination. The Department of Agricultural Education of the University of Nebraska-Lincoln had been involved in such efforts since 1917 with the passage of the Smith-Hughes Act by the Congress of the United States. A more recent pioneer in the area, and perhaps one of the most outstanding, had been the Nebraska Leadership Education/Action Development (LEAD) Program initiated in 1980. The Nebraska Leadership Council operated the Nebraska LEAD Program in cooperation with the Institute of Agriculture and Natural Resources and the Department of Agricultural Education.

The efforts and activities of the Center for Leadership Development are described on the following pages. An organizational chart (Table 6.1) clarifies the programs of the Center and persons who have the primary responsibility for each programming area.

TABLE 6.1
Organizational Chart for
The Center for Leadership Development, 1989



MISSION STATEMENT OF THE CENTER FOR LEADERSHIP DEVELOPMENT

The mission of the Center for Leadership Development is to work in unison with educational institutions, governmental agencies, business organizations, and private citizens for the attainment of personal development and leadership skills.

Just as the land grant mission of the University of Nebraska is to serve the people of Nebraska through a comprehensive program of teaching, service and research and development activities, the Center for Leadership Development conducts, assists, or promotes programs that lead to excellence in these areas.

The research and development function within the Center strives to discover new information about the nature and application of leadership principles, as well as applying previously discovered information to new situations.

The teaching function within the Center strives to enhance effective leadership education to all clientele groups who may need and benefit from enhanced leadership and interpersonal instruction. This function may be offered either on campus or off campus and may be offered with or without university credit at the undergraduate or graduate levels.

The service function within the Center strives to facilitate the leadership development of Nebraska clientele groups through the networking of various leadership organizations throughout the state and beyond. The Center maintains an accurate and up-to-date registry of resource persons recognized for their expertise in leadership and interpersonal development education, develops a variety of seminars and conferences unique to clientele groups served and delivers these programs throughout the State of Nebraska on a regular basis, conducts leadership activities for directors of leadership programs within Nebraska, assists them with their challenges, and assesses the needs of Nebraskans on a continual basis to identify specific needs. Appendix I is a general promotional brochure for the Center, outlining its mission and objectives.

RELATIONSHIP OF THE DEPARTMENT OF AGRICULTURAL EDUCATION AND THE CENTER FOR LEADERSHIP DEVELOPMENT

The Center for Leadership Development is administered and operated as a separate administrative unit with its own director. At present, the Department Head serves as the Director of the Center. The Center staff is comprised of a full-time Associate Director, primarily funded by grant dollars, and faculty within the Department of Agricultural Education. Staff from the Department are assigned a portion of their duties to the Center. Additional University of Nebraska staff and outside consultants assist with the many activities of the Center. Table 6.2 contains the current redirected staff assignments from within the Department of Agricultural Education.

TABLE 6.2

1989-90 Center for Leadership Development
Staff Assignments

STAFF	FALL		SPRING	
	CLASSES	PROJECTS	CLASSES	PROJECTS
BARREIT T. .75 R. .25 Ldshp Ctr.10	805A (3)	Master Tchrs .20 FIFSE .25	302(new 3) 202 (3)	Master Tchrs .20 FIFSE .25
BELL T. 1.00 Ldshp Ctr .10	134/1346 (3) 405 (5)	Recruitment .25 NUPAGE .10	305(new 2) 102 (3)	Recruitment .25 NUPAGE .10
BERGHAN Ldshp Ctr.10	LEAD	LEAD Project .25	LEAD	LEAD Project .25
BIEZEK Leadership Center .20	Professional Seminar (1)	Sole Source .03 Fin Hgt .03 Center Ldshp Develop. .15 Resource Ctr. .20 Literacy .03 U.S. West --- Kellogg ---		Sole Source .03 Fin Hgt .03 Center Ldshp Develop. .15 Resource Ctr .20 Literacy .03 U.S. West --- Kellogg ---
DILLON Ldshp Ctr.20 T. .70 R. .30	431 (2) 845 (3) 901 (1)	Sec Schools Curriculum .21	431 (2) 812 (3)	Sec Schools Curriculum .21
DOIXE T. .80 Ldshp Ctr.10	102 (3) 102 (3) 102 (3) 102 (3) 102 (3) 496/331-(102)	NUPAGE .02	102 (3) 102 (3) 102 (3) 102 (3) 102 (3) 496/331	NUPAGE .02
FOSTER Ldshp Ctr.20 T. .60 R. .40	406 (new)(3) 413 (new)(1)	Sole Source .10 Inserv Fin Hgt.10 Fin Hgt. .10 Kellogg .25 NUPAGE .02	292(new 2) 805 (3)	Sole Source .10 Inserv Fin Hgt.10 Fin Hgt. .10 Kellogg .25 NUPAGE .02
GILBERTSON		Literacy .08		Literacy .08
HORNER E. .25 T. .60 R. .15 Ldshp Ctr.20	202 (3) 904 (3)	Model Dev Adult Ed .22 Enhance Adult Education .22 NUPAGE .20	233(new 2) 833 (3)	Model Dev Adult Ed .22 Enhance Adult Education .22 NUPAGE .20
HUSHMANN	202 (3) 804f (1 1/2)	Sole Source Coordinator .50	202 (3) 804f(1 1/2)	Contests Sole Source Cd.50
McCASLIN	313 (3)	ATA Advisor Fin Hgt Projects	294(new 2)	ATA Advisor Fin Hgt Projects
MILLER		Ldshp Project Ldshp Project		Ldshp Project Ldshp Project
SILLETTO			308 (3)	

ADVISORY GROUPS

The Center is advised by a University Campus Steering Committee composed of persons from interested units from throughout the University System, the Nebraska Leadership Council, Inc. composed of persons in business and organizational leadership roles throughout Nebraska, and the Department of Agricultural Education Advisory Committee composed of a broad cross section of representatives with interests more closely associated with the interests of the Department. Appendix II shows how the Center relates to other units both within and beyond the University. Appendices III, IV, and V contain a listing of the broad-based interdisciplinary membership of the various advising/steering committee utilized by the Center.

COURSES OF INSTRUCTION IN LEADERSHIP

Undergraduate Program courses include Agricultural Education 102, 202, and 302 (proposed).

Agricultural Education 102, Interpersonal Skills for Agricultural Leadership (3 cr), is an introduction to the principles and practices of positive interpersonal relationships for agricultural students. Emphasis is placed on self-awareness, awareness of others, and the building of trust relationships as a basis for understanding and developing leadership. An experiential approach, including field projects, is utilized in testing and applying principles. Instructional methods include guest speakers, discussions, role playing, films, reference materials, supervised projects, and examinations.

Agricultural Education 202, Leadership Development for Agriculture (2 or 3 cr), is an introduction to leadership processes. Emphasis is placed on developing leadership skills for agriculture groups. Classes are discussion and action oriented to simulate real leadership situations.

Agricultural Education 302, Dynamics of Effective Leadership in Organizations (3 cr) (Proposed) is a course designed to provide an understanding of the dynamic interactions of technical skills, human resource management and effective leadership skills necessary in guiding organizations. Emphasis will be on experiential learning through both classroom and field activities that demonstrate effective organizational leadership traits.

A Graduate Program with emphasis in leadership and human resource development is available. Completion of this degree emphasis will provide opportunities for students to gain the basic academic background and experiences to provide interpersonal and leadership skill development to persons involved in formal and informal educational settings and in business and industry. This graduate program is multi-disciplinary in nature and contains experiential leadership and human resource development activities in a wide variety of settings.

Recommended graduate program requirements are stated in the following section.

**GRADUATE PROGRAM REQUIREMENTS WITH EMPHASIS
IN LEADERSHIP AND HUMAN RESOURCE DEVELOPMENT**

Description: Completion of this degree emphasis should allow the opportunities for students to gain the basic academic background and experiences to provide interpersonal and leadership skill development to persons involved in formal and non-formal educational settings and in business and industry. Students' graduate programs are multi-disciplinary and contain experiential Leadership/Human Resource Development activities in a variety of settings.

Required Coursework and Experiences:

- Ag Ed 802 - Leadership Education and Development (3 cr)
- Ag Ed 805 - Advanced Teaching Strategies (3 cr)
(May be substituted by SpComm 886 - 3 cr)
- Ag Ed 845 - Research Methodology in Agricultural Education (3 cr)
- Ag Ed 899 - MS Thesis Research (6 cr) or
- Ag Ed 996 - Non-Thesis MS Research (3 cr)

Total credits in required courses =====> 12-15 credits

Additional coursework needed to complete the program of study (30 credits for the Thesis Option and 36 credits for the Non-Thesis Option) may be taken from the following academic disciplines:

Additional Agricultural Education Courses:

- Ag Ed 806 - Adult and Continuing Education in Agriculture
- Ag Ed 812 - Instructional Materials Development
- Ag Ed 832 - Administration of Agricultural Agencies and Organizations
- Ag Ed 833 - Planning and Implementing Cooperative Extension Programs
- Ag Ed 890B- International Education and Agricultural Development
- Ag Ed 896 - Independent Study in Leadership/Human Resource Development
- Ag Ed 901 - Supervision and Administration of Vocational Education

Vocational and Adult Education (VAE):

- VAE 821 - Program Development and Evaluation in Adult Education
- VAE 822 - Instruction of the Adult Learner
- VAE 824 - Contemporary Programs in Adult Education
- VAE 860 - Human Resource Development in the Office
- VAE 864 - Administration of Adult Agencies
- VAE 883 - Issues in Training and Development
- VAE 981 - Seminar in Training and Development

Speech Communications (SpComm):

- SpComm 885 - Small Group Communications
- SpComm 886 - Organizational Communications

College of Business Administration - Management (MAN):

- MAN 861 - Advanced Personnel Administration
- MAN 914 - Management Theory
- MAN 916 - Organizational Behavior

Psychology (Psych):

- Psych 883 - Psychology of Social Behavior

Other appropriate coursework may be included in the Program Study with approval of the Chairperson of the student's supervisory committee.

Approved: 1-15-90

THE NEBRASKA LEAD PROGRAM

The nationally acclaimed Nebraska Leadership Education/Action Development (LEAD) Program has directly influenced the leadership ability of many persons in addition to their spouses, their communities, the state and the nation.

The Nebraska LEAD Program is an intensive two-year statewide agricultural leadership program that was established in 1980 to develop the leadership abilities of Nebraska's men and women agriculturists, age 25 to 40, so that they might better serve and benefit the industry of agriculture, Nebraska and its communities, both now and in the future.

The program is under the direct supervision of the Nebraska Leadership Council, Inc. Originally sponsored by Agriculture Builders of Nebraska, the program is supported today by Nebraska's leading individuals, businesses and industries, the University of Nebraska-Lincoln, and virtually all other public and private four year institutions of higher education in Nebraska.

The Nebraska LEAD Program is designed to speed up the leadership development process of individuals with proven leadership potential through increased knowledge and practical understanding of factors, affecting and influencing both urban and rural communities. It strives to strengthen and further develop problem solving, decision-making and communicating skills and abilities through adult leadership education that benefits communities, the public, agriculture, land and the environment. It also encourages practical applications of leadership skills and abilities necessary to promote productivity and growth of people.

Nebraska LEAD participants are men and women who have invested themselves in agriculture and build their lives in communities throughout Nebraska. While generally well educated and extremely productive within their chosen fields, these agriculturists have had limited opportunity to study and become knowledgeable and articulate in public affairs issues. Also, because of the nature of their work and geographical isolation, they have few opportunities to interact with other leaders beyond agriculture. With these circumstances, it is often difficult for such persons to develop essential leadership and communication abilities necessary to address today's complex problems. The LEAD Program was designed to meet these needs. Content essential to leadership development is delivered through resident seminars and study/travel experiences that include such topics as economics, government, human relations, communications, international trade, sociology, religion, education, labor, the arts, fiscal and monetary policy, business, industry and social-cultural understanding.

Appendix VI includes a brochure describing the Nebraska LEAD Program.

EXPERIENTIAL LEADERSHIP DEVELOPMENT (ExLD)

The Experiential Leadership Development (ExLD) is a leadership and interpersonal skill enhancement program offered primarily to undergraduate students in the College of Agriculture. It was developed in response to a concern by employers that college graduates were coming to them with technical ability but lacking in leadership and interpersonal skill development. The New Partnerships in Agriculture and Education (NUPAGE), a Kellogg-supported

curricular program in the College of Agriculture, provided funding for piloting ExLD from July 1, 1989 through June 30, 1990.

The involvement of students begins with a self-assessment of their leadership and interpersonal skills. Students and their academic adviser plan short and long term goals with assistance from the ExLD staff. The ExLD plan utilizes program components to work toward goal achievement. Program components include: academic coursework having leadership and interpersonal skills development; leadership seminars offered on campus that utilize expert presenters from both the University of Nebraska and the community; and practical application that includes organizational involvement, mentoring, shadowing, or interning work experience and volunteerism. Leadership and human resource development is validated and recorded on the student's narrative ExLD transcript.

Appendix VII contains more detailed information about ExLD Programs.

OFF-CAMPUS SEMINARS AND CONFERENCES

Based on an assessment of the leadership and human resource needs of both profit and non-profit organizations in the State of Nebraska, a series of four seminars have been developed and offered in seven locations throughout the State. The current series, entitled "The Leadership Agenda: Empowering for the Future," is available to those persons in leadership roles in any such organization, but with emphasis on those involved with cities, the state, county and federal governments, or schools, as well as leaders of clubs, churches, libraries, community groups, cultural organizations, and members of boards of directors.

Seminar one, "**The Leadership Challenge: Sharing the Vision**," focuses on the challenge in leadership roles today, the vision that is necessary to be an effective leader, different styles of leadership, communication and human relation skills, and managing individual differences.

Seminar two, "**Leading with Style**," focuses on a better understanding of an individual's leadership style, learning to appreciate the styles of others in one's organization, gaining a better understanding of strengths as a leader, discovering ways to reinforce and reward others, and learning the importance of modeling desired behavior.

Seminar three, "**Team Building: Leading With Commitment**," focuses on feedback as a team-building tool, exploring the importance of relationships and team performance, discovering ways to instill commitment to vision within the group, and increasing the organization's effectiveness through team building.

Seminar four, "**Leadership and Problem Solving Strategies**," focuses on assessing the controllable and uncontrollable factors in the organization, creating a strategy to solve a current problem, learning principles to introduce change and gain support for adopting changes in the organization, and designing implementation plans to arrive at solutions to problems.

Attached as Appendix VIII is a brochure describing the Leadership Agenda Seminar Series.

OTHER ACTIVITIES

The Center for Leadership Development has been involved in many in-house programs designed to meet specific needs in organizational settings, such as goal setting, time management, motivation and team building. A listing of these programs and the organizations is attached as Appendix X. The Center continues to work with many different organizations, businesses, industries, state agencies, communities, and associations to assist in meeting the educational leadership and human resource development needs of individuals and groups.

The Center for Leadership Development has developed and conducted surveys designed to determine needs for both profit and non-profit organizations in the State of Nebraska. This information is available as additional activities are planned to best meet the unique needs of the clientele served. Attached as Appendix XI is a copy of the needs assessment survey instrument.

A Dedication of the Center for Leadership Development is planned for the Spring 1990 for the purpose of identifying our Center purposes with the many clientele we serve, as well as to share the valuable programming activities.

SUMMARY OF GRANTS 1984-89

Grants are a major support for the operation of the Center for Leadership Development. The following outlines grants received from 1984-89:

1984-85

"An assessment of Professionalism and Leadership of Nebraska Vocational Agricultural Educators," Blezek (amount not available).

"An Appraisal of Innovative Approaches to Leadership Education/Action for Rural Community Resource Development," Horner (amount not available).

"A Preference Profile of Agricultural Leaders in Nebraska," Barrett and Horner (amount not available).

"Agricultural Leadership Development Program," Blezek (\$65,000).

1985-86

"The Nebraska LEAD Program," Blezek (\$147,500).

1986-87

"A Program of Agricultural Leadership Development for Adults in Nebraska," Blezek (\$180,000).

1987-88

"Development, Implementation and Delivery of Program of Agriculture Leadership," Blezek (\$30,474).

"A Program of Agricultural Leadership Development for Adults in Nebraska," Blezek (\$32,819).

"The Nebraska LEAD Program," Blezek and Bergman (\$35,000).

1988-89

"A Program of Agricultural Leadership for Changing Needs of Adults in Nebraska," Bergman (\$30,571).

"The Nebraska LEAD Program," Blezek and Bergman (\$82,500).

"Development of the Teacher Education Component of the Nebraska Institute (Center) for Leadership Development," Blezek (\$28,632).

"A Feasibility and Planning Project for the Establishment of the Nebraska Institute for Leadership Development," Blezek (\$29,250).

1989-90

"Establishing a Resource Center for Leadership and Human Resource Development Materials With a Computerized Retrieval System," Blezek and Miller (\$17,934).

"Leadership Development for Directors of Leadership Education Programs in Nebraska," Blezek (\$18,633).

"Strengthening Human Resources for Nebraska," Bergman (\$18,734).

"Project for Implementation of the Center for Leadership Development," Blezek (\$31,250).

"The Nebraska LEAD Program," Bergman (\$50,000).

"A Model Experiential Leadership Development Program, College of Agriculture," Horner, Bell, Dodge, and Foster (\$15,670).

The Nebraska Leadership Council Annual Report to Donors is attached as Appendix XII to share additional funding for the Nebraska LEAD Program.

APPENDIX I

**General Brochure for
The Center for Leadership Development**

CENTER FOR LEADERSHIP DEVELOPMENT



University of Nebraska-Lincoln
Institute of Agriculture and Natural Resources



UN University of
Nebraska
Lincoln

Institute of Agriculture and Natural Resources
Center for Leadership Development

Office of the Director
300 Agricultural Hall
Lincoln, NE 68583-0709
Phone (402) 472-2809



Dear Friends:

Let me take this special opportunity to welcome you to one of the newest Centers on the University of Nebraska campus, that of the Center For Leadership Development.

As you might well imagine, this Center isn't an ordinary Center in that it deals with people and the development of their potential in the area of leadership and human resource development. The Center is open to all who might benefit from it's services whether they be individuals or a group of individuals, organizations, businesses, industry, boards of directors, or others, both profit and non-profit in nature.

Operated through the University, the Center actively seeks advice and council from both a board of directors and through an internal advisory/steering committee as well as through it's own staff. Services including workshops, seminars, and institutes are provided not only directly through the Center, but in cooperation with leadership/human resource development. When fully operational, the Center will also be able to provide assistance to other leadership organizations and efforts throughout the state through inservice for staff personnel, through assistance in programming, through instructional materials and research efforts and through sharing of personnel and expertise.

I invite you to let us know of your needs. Our services are made available not only here on campus but on site at your location.

We look forward to not only hearing from you but serving you in the near future. On behalf of the Center, I remain

Respectfully

Allen G. Blezek
Director

University of Nebraska—Lincoln

University of Nebraska at Omaha

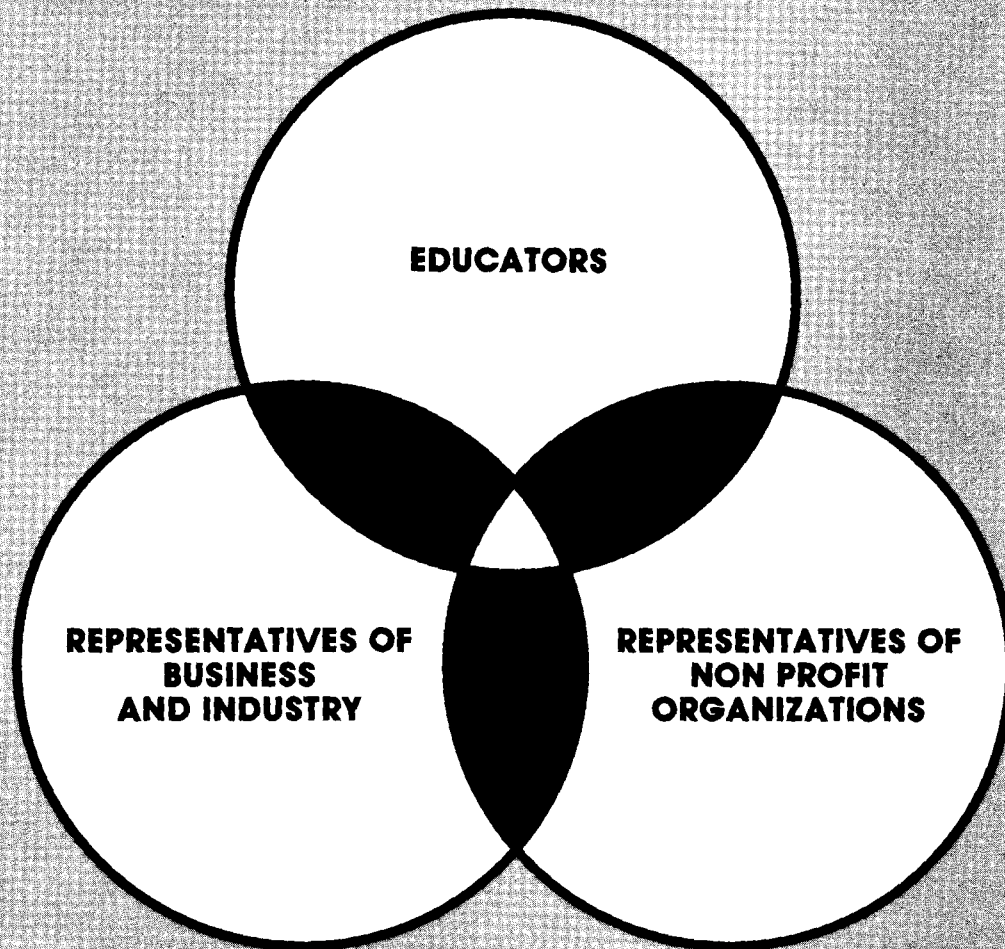
University of Nebraska Medical Center

OBJECTIVES FOR THE CENTER FOR LEADERSHIP DEVELOPMENT

- Coordinate and provide resource persons and other services to assist with the leadership education and human resource development needs of individuals, businesses, and industries directly, as well as through existing and proposed programs.
- Develop and conduct workshops and seminars for business and industry in cooperation with existing organizations.
- Provide short and long term, general and specialized workshops/seminars and programs on Leadership/human resource development for individuals, organizations, and businesses desiring and able to benefit from such education.
- Explore the possibilities of establishing a program parallel to the "Nebraska Leadership Education/Action Development" (LEAD) Program.
- Explore the need for the possibility of inflating additional credit courses on-campus and at field sites, as well as experiential leadership programs in the area of leadership/human resource development.
- Expand research efforts in leadership and human resource development, learning styles, instructional delivery systems and techniques.
- Establish a resource center to contain leadership and human resource instructional materials for individuals, organizations, businesses/industries, and other agencies.
- Develop instructional materials on leadership and human resource development for use with college credit courses and noncredit educational programs.

CLIENTELE AND PROGRAMS

CLIENTELE SERVED BY THE CENTER



LEADERSHIP PROGRAMS

- Workshops and Seminars
- Research and Development
- Grants and Contracts
- Publications
- Symposiums and Conferences
- Inservice Education Programs
- Leadership Course Work
- Promotion and Public Relations
- Visiting Scholar Program
- Youth Leadership Development
- LEAD Program
- Leadership Information Library
- Leadership Consultant Registry
- Curriculum and Instructional Materials Development

CENTER FOR LEADERSHIP DEVELOPMENT MISSION STATEMENT

The mission of the Center for Leadership Development is to work in unison with educational institutions, governmental agencies, business organizations, and private citizens for the attainment of personal development and leadership skills needed by the people of Nebraska.

Just as the Land Grant mission of the University of Nebraska is to serve the people of Nebraska through a comprehensive program of teaching, service and research and development activities, the Center for Leadership Development conducts programs that lead to excellence in these areas.

The research and development function within the Center strives to discover new information about the nature and application of leadership principles, as well as apply previously discovered information to new situations.

The teaching function within the Center strives to provide effective leadership education to all clientele groups who may need and/or benefit from enhanced leadership and interpersonal instruction.

The service function within the Center strives to facilitate the leadership enhancement of Nebraska clientele groups through the networking of various leadership organizations throughout the state and nation. The Center serves as a repository of leadership development education materials and maintains an accurate and up-to-date registry of resource persons recognized for their expertise in leadership and interpersonal development education.

EDUCATIONAL PROGRAM AREAS

LEADERSHIP BEHAVIOR

- Using leadership/management styles in supervision
- Using personality types in supervision
- Motivating others
- Modeling desired behavior
- Developing assertiveness
- Developing or internalizing responsibility

LEADER-FOLLOWER INTERACTION

- Understanding the social interaction process
- Building teamwork
- Giving/receiving constructive feedback/criticism
- Using effective supervision techniques

ORGANIZATIONAL LEADERSHIP

- Project planning and management
- Strategic planning
- Setting goals
- Taking risks
- Promoting and using creativity
- Promoting and using critical thinking
- Managing time
- Evaluating employee tasks
- Conducting effective meetings

LEADERSHIP AND GROUP PERFORMANCE

- Understanding group dynamics
- Reinforcing and rewarding others
- Leading a problem solving team

LEADERSHIP ROLES

- Decision making
- Building self confidence and self esteem
- Applying ethics in leadership and business
- Managing change
- Working with volunteers

HUMAN RELATIONS SKILLS

- Conflict resolution
- Negotiating effectively
- Building trust relationships
- Managing stress for yourself & others

COMMUNICATION SKILLS TRAINING

- Writing creatively
- Writing reports
- Instructing employees
- Evaluating learners
- Designing training modules
- Promoting programs and activities
- Using media in presentations
- Using effective telephone techniques
- Effective listening

Please put a check (✓) in the boxes for those topics which people in your business or organization could most benefit. Also, indicate the number of persons in your organization who could benefit from instruction in one or more of the topics listed in each group.

LEADERSHIP BEHAVIOR

Using leadership/management styles in supervision

- Using personality types in supervision
- Motivating others
- Modeling desired behavior
- Developing assertiveness
- Developing or internalizing responsibility

_____ # of persons benefiting

LEADER-FOLLOWER INTERACTION

- Understanding the social interaction process
- Building teamwork
- Giving/receiving constructive feedback/criticism
- Using effective supervision techniques

_____ # of persons benefiting

ORGANIZATIONAL LEADERSHIP

- Project planning and management
- Strategic planning
- Setting goals
- Taking risks
- Promoting and using creativity
- Promoting and using critical thinking
- Managing time
- Evaluating employee tasks
- Conducting effective meetings

_____ # of persons benefiting

OTHER TOPICS:

1. Name of Business or Organization _____
2. _____
Name & Title of Person Responding
3. Does your organization have an employee training and development program?
(Check one: _____)
Yes No
4. How many employees in your organization are stationed in Nebraska? _____

LEADERSHIP AND GROUP PERFORMANCE

- Understanding group dynamics
- Reinforcing and rewarding others
- Leading a problem solving team

_____ # of persons benefiting

LEADERSHIP ROLES

- Decision making
- Building self confidence and self esteem
- Applying ethics in leadership and business
- Managing change
- Working with volunteers

_____ # of persons benefiting

HUMAN RELATIONS SKILLS

- Conflict resolution
- Negotiating effectively
- Building trust relationships
- Managing stress for yourself & others

_____ # of persons benefiting

COMMUNICATION SKILLS TRAINING

- Writing creatively
- Writing reports
- Instructing employees
- Evaluating learners
- Designing training modules
- Promoting programs and activities
- Using media in presentations
- Using effective telephone techniques
- Effective listening

_____ # of persons benefiting

The University of Nebraska Institute of Agriculture and Natural Resources is an equal opportunity employer authorized to provide research, educational information and other services only to individuals and institutions that function without regard to race, color, sex, national origin or handicap.

PLEASE FOLD HERE



Center for Leadership Development

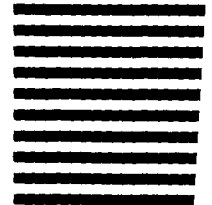


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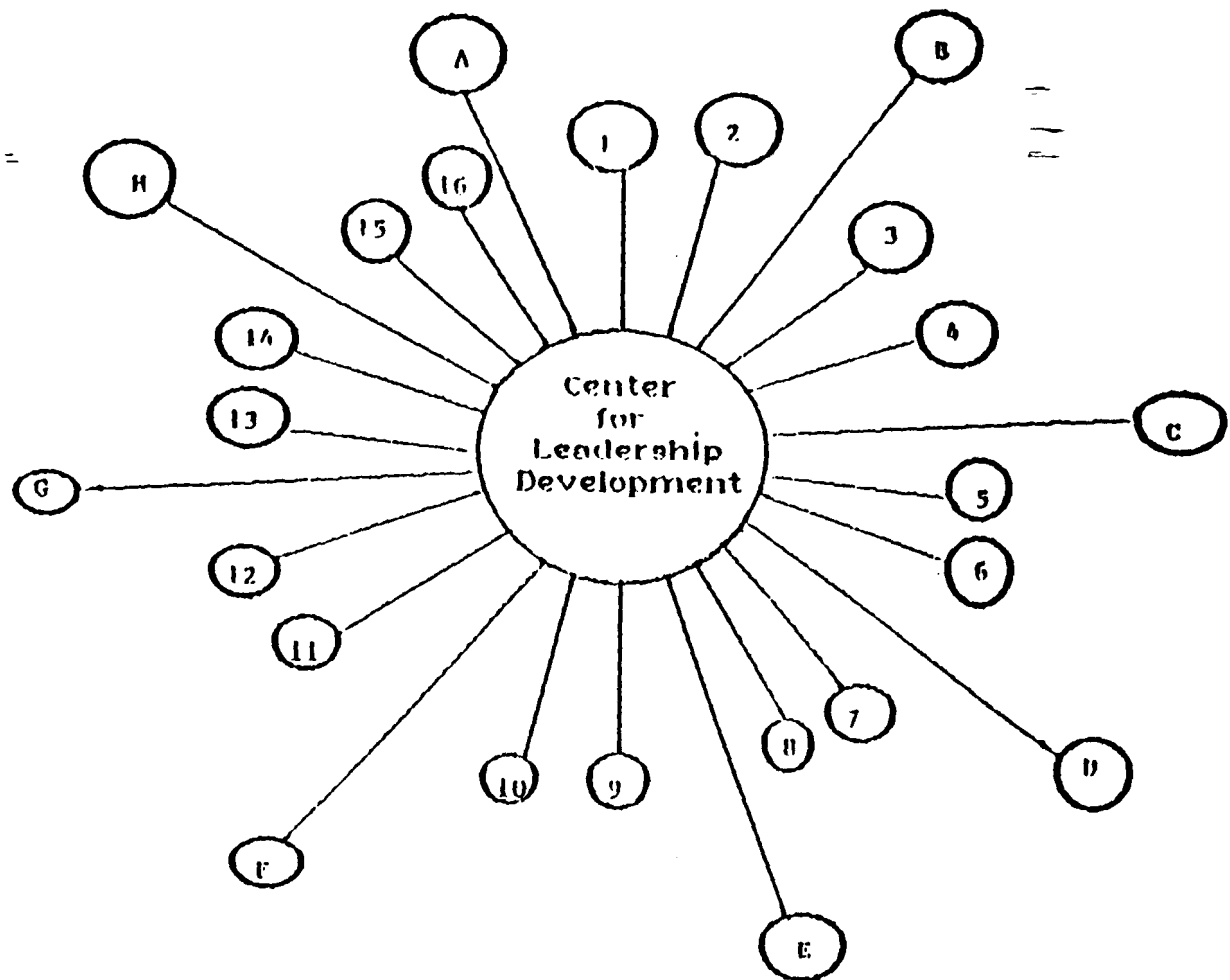
**CENTER FOR LEADERSHIP DEVELOPMENT
300 AH - EAST CAMPUS 0709
UNIVERSITY OF NEBRASKA-LINCOLN
LINCOLN, NEBRASKA 68501-9988**



APPENDIX II

Relationship of The Center for Leadership Development
to Colleges, Divisions, Centers and Entities

Relationship of the Center for Leadership Development to Colleges, Divisions, Centers and Entities



University Related

1. Campus Activities and Programs Office
2. College of Agriculture
3. College of Business Administration
4. Center for Continuing Education
5. Teachers College
6. Cooperative Extension Service
7. University of Nebraska-Omaha
8. Human Resources Foundation
9. College of Arts and Sciences
10. Student Organizations
11. Faculty Development
12. Various Centers or Institutes
13. Campus Steering Committee

Beyond the University

1. Department of Economic Development
2. Department of Agriculture
3. Business and Industry
4. Other colleges and universities
5. Community and civic organizations
6. Educational Agencies
7. Boards and committees
8. Youth and student organizations
9. Leadership Omaha, etc.

APPENDIX III

Center for Leadership Development

Campus Steering Committee

1989-90

APPENDIX III

CENTER FOR LEADERSHIP DEVELOPMENT

CAMPUS STEERING COMMITTEE

Galen Dodge
Human Resources Foundation
7F Basement, 501 Building
City Campus 0205

Dean Robert Simerly
Division of Continuing Studies
340 Nebraska Center for Continuing
Education
East Campus 0900

Birdie Holder
Vocational and Adult Education
513B Nebraska Hall
City Campus 0515

Gordon Scholz
Architecture, Community and
Regional Planning
302 Architecture Hall
City Campus 0105

B. J. Reed
Public Administration
Annex 27
University of Nebraska-Omaha

Sandy Stockall
Cooperative Extension Service
South Central Research and
Extension Center
PO Box 66
Clay Center, NE 68933

Dan Wheeler
IANR
313C Agricultural Hall
East Campus 0701

John Creswell
Educational Administration
1208 Seton Hall
City Campus 0638

Sara Boatman
Campus Activities and Programs
200 Nebraska Union
City Campus 0453

Larry Swain
Cooperative Extension
208 Filley Hall
East Campus 0922

Sam Cordes
Agricultural Economics
217 Filley Hall
East Campus 0922

Ted Hartung
Associate Vice Chancellor
202 Agricultural Hall
East Campus 0708

APPENDIX IV

The Nebraska Leadership Council, Inc.

Board of Directors 1989-90

APPENDIX IV
THE NEBRASKA LEADERSHIP COUNCIL, INC.
BOARD OF DIRECTORS 1989-90

Ken Anderson
Communications Director
NC+ Hybrids
3820 North 56th Street
PO Box 4408
Lincoln, NE 68504
Phone: 402/467-2517

Dr. Ted Hartung
Associate Vice Chancellor
Institute of Agriculture
and Natural Resources
202 Agricultural Hall
Lincoln, NE 68583-0708
Phone: 402/472-2871

John Neuberger, Director
NE State ASCS Office
PO Box 82708
Lincoln, NE 68501
Phone: 402/437-5581

Tom Baker
Route 2
Trenton, NE 69044
Phone: 308/334-5403

Travis Hiner
Hiner Foundation
1214 Meadow Lark
Scottsbluff, NE 69361
Phone: 308/632-3401

Dennis Nunn, President
Heartland Conklin
PO Box 6664
Lincoln, NE 68506
Phone: 402/423-1261

Sherman Berg, (Chairman)
Director of Agricultural
Activities
AK-SAR-BEN
63rd & Shirley Streets
Omaha, NE 68106
Phone: 402/556-2305

John Kreuzer, E.V.Pres.
First State Bank
914 Lake Street, Box 79
Gothenburg, NE 69138
Phone: 308/537-3328

Kent Popken, Director
Public Affairs
U.S. West Communications
635 S. 14th, Suite 110
Lincoln, NE 68508
Phone: 402/474-4481

Dr. Allen Blezek (Pres.)
Head, Ag Education
300 Agricultural Hall
Lincoln, NE 68583-0709
Phone: 402/472-2807

Dick LeBlanc (Vice-Chair)
Executive Director
Educational Lands & Funds
555 N. Cotner Blvd.
Lincoln, NE 68505
Phone: 402/471-2014

Charles Schroeder
Vice President
University Foundation
1111 Lincoln Mall, Ste. 200
Lincoln, NE 68508
Phone: 402/472-2151

Kathy Boellstorff
RR1, Box 32
Johnson, NE 68378
Phone: 402/868-6075

Bob LeDioyt (Secretary)
Executive Vice President
LeDioyt Land Company
1001 Farnam On The Mall
Omaha, NE 68102
Phone: 402/345-3800

Elaine Stuhr
RR 1, Box 224
Bradshaw, NE 68913
Phone: 402/736-4427

Duane Fischer
President
Scoular Grain Company
9110 W. Dodge Road
Omaha, NE 68114
Phone: 402/390-3030

Ken Madden
Area Sales Manager
Pioneer Hi-Bred Intern.
210 Gateway North
Lincoln, NE 68505
Phone: 402/467-5458

Senator Roger Wehrbein
District #2
RR2, Box 90
Plattsmouth, NE 68048
Phone: 402/298-8209

Dr. Roy Frederick
Agricultural Economics
217 Filley Hall
University of NE-Lincoln
Lincoln, NE 68583-0922
Phone: 402/472-3401

Bryce Neidig, President
Nebraska Farm Bureau
RR 2, Box 88
Madison, NE 68748
Phone: 402/454-3468

APPENDIX V

Department of Agricultural Education

Advisory Council 1989-90

APPENDIX V
DEPARTMENT OF AGRICULTURAL EDUCATION
ADVISORY COUNCIL
1989-90

NAME	REPRESENTING	ADDRESS
Mr. Lloyd Bevans	Farmer and Turkey Producer	Waverly, NE
Mr. Roland Carter	Secondary Principal	Aurora, NE
Ms. Kris Chapman	Senior, Agricultural Education	North Bend, NE
Mr. Gary Hall	County Extension Agent	Weeping Water, NE
Mr. Paul Hay	County Extension Agent	Beatrice, NE
Mrs. Ellen Hellerich	Coordinator, NE Ag In The Classroom	Lincoln, NE
Mr. Lyle Hermance	Adult Education (Post Secondary) Southeast Community College	Lincoln, NE
Mr. Duane Hoelsing	Agricultural Education Instructor (Secondary)	Hartington, NE
Mr. Doyle Hulme	Ford/New Holland Manufacturing	Grand Island, NE
Mr. Don Hutchens	Director, NE Corn Board	Lincoln, NE
Mr. Mike Jacobsen	Financial Officer National Bank of Commerce	Lincoln, NE
Mr. Francis Jorgensen	President, NE Vocational Agriculture Association and Agricultural Education Instructor (Secondary)	Cambridge, NE
Mr. Ken Malone	Agricultural Education Instructor (Secondary)	Palmyra, NE
Mr. Bill Siminoe	Superintendent, University of Nebraska College of Technical Agriculture	Curtis, NE
Mr. Joe Toczek	Superintendent, Grand Island Northwest Schools	Grand Island, NE
Dr. Ted D. Ward	Head, State Supervisor Nebraska Department of Education, Agricultural Education	Lincoln, NE
Senator Jerome Warner	State Senator/Farmer	Waverly, NE
Mr. Gene Wissenburg	Agricultural Education Instructor (Secondary)	Newman Grove, NE

APPENDIX VI
A Brochure Describing
The Nebraska LEAD Program

Name _____
Address _____
City, State _____ ZIP _____

SEMINAR SCHEDULE

YEAR 1

- October Potentiality Enhancement
- November Leadership Through Communication
- December Issues of the '90s
- January The American Free Enterprise System—Energy Alternatives
- February Political Processes
- Feb/Mch U.S. Study Travel Seminar (Various Topics)
- March Urban-Agricultural Interrelations
- April Panhandle Agriculture—The Land and The People

YEAR 2

- September Natural Resources, Personality Styles
- November Comparative Economic Systems, Foreign Policy Affecting Agriculture
- December Comparative Cultural, Educational, Political, Judicial, & Religious Systems
- December International Awareness, Defending Our Nation, Health Care and Its Impact
- January Study Travel Seminar (Various Topics)
- February Agricultural Financing, Pricing & Marketing
- March Final Seminar, Looking Ahead



Leadership Education/Action Development

DEVELOPING LEADERS FOR AGRICULTURE AND AGRIBUSINESS

A two-year program offering intensive study and travel for future leaders in Agriculture.

Take the lead!

Executive Director
Nebraska Leadership Council
302 Agricultural Hall
University of Nebraska-Lincoln
Lincoln, Nebraska 68583-0709
(402) 472-6810

THE NEBRASKA LEADERSHIP COUNCIL, INC.
Phone (402) 472-6810 • 302 Agricultural Hall
University of Nebraska — Lincoln, Nebraska 68583-0709

Executive Director
Nebraska LEAD Program
302 Agricultural Hall
University of Nebraska-Lincoln
Lincoln, Nebraska 68583-0709

Nebraska's largest industry, agriculture, plays a profound and overriding role in every phase of Nebraska life. Thus, the development of agricultural leaders as effective spokespersons is one of our greatest keys to progress. Ensuring that leadership cannot be left solely to chance, it calls for a solid program to develop leadership on an on-going basis. It calls for a practical program. That program is LEAD. Leadership Education/Action Development.

HOW CAN YOU BE A PART OF THIS PROGRAM?

If you are an agriculturist between the preferred ages of 25 and 40 and committed to Nebraska agriculture in its relationship to local, national, and international issues, you can apply for a two-year fellowship beginning in the fall. The value of each fellowship is \$10,000.

WHAT ARE THE PROGRAM OBJECTIVES?

The Nebraska LEAD Program is designed to increase knowledge and understanding of economics and social changes affecting agriculture and rural areas. The program provides an opportunity to develop knowledge of organizational decision-making processes and the role of political institutions. It will help you develop a greater sensitivity to the needs of all society. It will encourage and facilitate practical application of leadership skills in order to represent agriculture at all levels.

WHO IS ELIGIBLE?

The program is for individuals with proven leadership potential who have a strong commitment to becoming spokespersons for Nebraska agriculture. Preference will be given to applicants between 25 and 40 years of age who are residents of the state of Nebraska.

WHEN WILL THE PROGRAM BEGIN?

The next session, limited to a maximum of 30 persons, will be organized in the fall. After receiving applications, a screening committee will consider each candidate and personal interviews may be required. It is anticipated that each year of the program will involve approximately 30 days of programming in residence, plus travel time to the site of seminars. The seminars will usually be in three-day segments.

In addition, two study travel seminars will be part of the two-year program. One of these will be international and the other will be held in the continental United States.

YOU WILL SHARPEN YOUR LEADERSHIP AND COMMUNICATION SKILLS

If you participate in this program, you will develop a higher level of confidence in achieving your potential for leadership. You will develop in-depth knowledge in public affairs, government, monetary and fiscal matters, environmental concerns, domestic and international trade and foreign relations. Since the program is limited to a maximum of 30 Fellows, you will find yourself in a closely knit group of highly motivated associates.

WHAT ARE THE COSTS INVOLVED?

The Nebraska Leadership Council estimates the total cost of the program in excess of \$10,000 per participant. This cost is shared by participants and private donors. The \$10,000 figure includes travel and subsistence costs for seminars and national and international study travel seminars. Each participant will be asked to contribute \$800 per year, due by September 1 of each year, from his or her own funds and/or funds collected or solicited on participants behalf from his or her respective agricultural community. Participants will be responsible for costs involved in travel to and from seminars. Participants must also consider the costs related to being away from home and business for the 90 days involved in the program.

WHO ARE THE SPONSORS?

The program is under the direction of the Nebraska Leadership Council, Inc., sponsored by Agriculture Builders of Nebraska and supported by Nebraska's leading individuals, businesses and industries, the Institute of Agriculture and Natural Resources, University of Nebraska and other institutions of higher education, both public and private.

WHAT ARE THE REQUIREMENTS FOR PARTICIPATION?

- Fellows are expected to continue for the full two-year program. (Spouses will be invited to participate in some seminars.)
- Fellows are expected to demonstrate a satisfactory level of interest and participation.
- If you are self-employed, you must offer evidence that time away from your business for study travel seminars will not be a handicap. Those who are not self-employed must have the approval of their employers.

APPLICATION DEADLINE

Date _____

-detach here-

Please send me information on the Nebraska LEAD program, including an application. I understand that this request does not obligate me in any way.

Name _____

Street or Road _____

City _____

Phone _____

State _____

ZIP _____

APPENDIX VII

Guidelines For Involvement In The ExLD Program



Experiential

Leadership

Development

Program



Center for Leadership Development

jointly with

NUPAGE

There is nothing more crucial to the renewal of a social system than the effectiveness and capacity, the quality and vitality of the human beings flowing into the system. These are chiefly the young people coming out of our schools and colleges to take their place in the adult world. They will be the creators of the future.

John W. Gardner

Winston Churchill once spoke of that "special moment" when a person is figuratively tapped on the shoulder and offered the chance to do a very special thing, unique to him (or her) and fitted to that person's talent; what a tragedy if that moment finds him (or her) unprepared or unqualified for the work which would have been that person's finest hour.

PREPARE TODAY FOR YOUR
"SPECIAL MOMENT"

College of Agriculture
Institute of Agriculture
and Natural Resources
University of Nebraska-Lincoln

Center for Leadership Development

300 Agricultural Hall

472-2809



LEADERSHIP AND INTERPERSONAL SKILLS

LEADERSHIP is an important part of the educational experience at the University of Nebraska-Lincoln. Though it has not been specifically identified in the past, leadership is a vital component of everything that a student is involved in. Involvement in student organizations and in the community, mentoring and work experience can develop leadership activities.

To be an effective leader, a student must develop interpersonal skills such as speaking, listening, organizing and persuasion.

GOALS OF THE ExLD PROGRAM

- I. To introduce students to leadership opportunities on campus and in the community.
- II. To encourage the student and assist in planning to fully develop leadership and interpersonal skills.
- III. To provide Agriculture and Nebraska with competent and confident leaders.
- IV. To establish mentor-student relationships.
- V. To provide programs that encourage student leaders to explore contemporary issues.
- VI. To provide prospective employers an indication of graduates' leadership development.

EXPERIENTIAL LEADERSHIP DEVELOPMENT PROGRAM (ExLD)

The Experiential Leadership Development Program (ExLD) is a planned, structured approach to building and enhancing leadership and interpersonal skills of undergraduate students in the College of Agriculture.

FOUR STEPS OF ExLD PROGRAM

- I. Exposure to Opportunities
Orientation to ExLD by academic advisor, student goal setting, planning and implementation of plan.
- II. Personal Development
Self assessment of student strengths and selection of activities to supplement areas of less strength.
- III. Organizational Involvement, Leadership/Shadowing/Work
Participation in campus and community leadership and service opportunities.
- IV. Contemporary Issues, Work/Mentoring
Workshops and leadership modules made available through the Center for Leadership Development concerning contemporary issues. Involvement in student organizations, shadowing, mentoring, work experience.

Students are encouraged to utilize university and community activities to enhance their wholistic education. When the student graduates the ExLD transcript along with the academic transcript will present a more complete picture of the student's total educational development experience at UN-L.

ACTIVITIES OFFERED BY THE CENTER

In addition to activities that exist on the University of Nebraska-Lincoln campus and in the community, workshops, leadership modules, and forums will be sponsored by the Center for Leadership Development. Assistance establishing mentor relationships will be provided for upperclass students.

SERVICES OFFERED BY THE CENTER

The Center staff will record and accumulate all validated activities and experiences for the ExLD student. An ExLD transcript will be provided the student on request, to supplement his/her resume at the end of the student's undergraduate experience.

ExLD PARTICIPATION

Students of the College of Agriculture may participate in activities that the Center for Leadership Development provides. To register for the program, contact your academic advisor or the Center for Leadership Development, 300 Agriculture Hall, 472-2809.

APPENDIX VIII
Objectives For The
Statewide Conference
For Directors Of Leadership Programs

A STATEWIDE CONFERENCE OF DIRECTORS
AND OTHERS ASSOCIATED WITH LEADERSHIP
EDUCATION PROGRAMS IN NEBRASKA

Objectives

1. Provide an opportunity for directors of leadership education organizations in Nebraska to come together for three specialized inservice training seminars for leadership development.
2. Develop a network of individuals and organizations that are associated with leadership organizations in Nebraska.
3. Promote the development of Nebraska's human resources capital by providing a training program for directors associated with educational/leadership organization; who have contact with thousands of Nebraskans each year.
4. Establish an inservice training program for directors of leadership education programs/organizations in Nebraska to help them function more effectively in their respective programs through the sharing of experiences as well through presentations and discussions with well known national specialist in leadership development.
5. Provide directors of leadership programs in Nebraska an opportunity to gain in-state leadership development experiences.
6. Determine the feasibility of establishing an association for directors of leadership education organizations across Nebraska.

APPENDIX IX

The Leadership Agenda Seminar Series

THE LEADERSHIP AGENDA

Empowering For The Future

Coming to:

Chadron

Grand Island

Lincoln

Norfolk

North Platte

Omaha

Scottsbluff

Starting January, 1990



University of Nebraska-Lincoln
Institute of Agriculture and Natural Resources

"Leadership and learning are indispensable to each other."

John F. Kennedy

About The Seminars:

One of the real attributes of leaders, some people say, is that they are always learning, always developing and improving the skills they need to do the best job possible. Effective leaders acknowledge and actively seek ways to compensate for their weaknesses; some even are able to use their own deficiencies to broaden their organization's leadership base.

The four seminars that follow offer you the opportunity to explore a wide range of possibilities for and responsibilities of future leaders. You'll learn more about the people you work with, and ways to motivate them. You'll also learn more about yourself.

Although you can pick and choose among these four one-day seminars to devise a program best for you, when you attend all four, key benefits include learning to:

- motivate and develop personnel for greater responsibility and productivity;
- establish a climate fostering innovation and creativity;
- make better decisions and know when to involve others in those decisions;
- give feedback that results in positive behavior changes;
- achieve your objectives in a way that enables workers to satisfy their needs;
- use positive reinforcement to acknowledge good performance;
- listen more effectively to people's concerns;
- rekindle your enthusiasm for and commitment to your goals;
- build on your personal strengths to increase your enjoyment and level of support on the job;
- become more aware of your impact on others.

A bonus for those who complete all four (4) seminars is a Certificate of Completion and awarding of 2.5 Continuing Education Units (CEUs).

An additional bonus at each site is a noon luncheon speaker. A local leader will share his/her ideas and insights into, "*What Makes a Good Leader?*"

Who Should Attend:

Are you in a leadership role in such organizations as city, state, county and federal government, or schools? Are you a leader in a club, church, library, community group or cultural organization? Are you a member of a board of directors?

Do you hope that someday you will fill any one or several of these roles?

Do you want to improve your current leadership skills, and learn more about what it takes to be a successful leader?

If you answer yes to any of these questions, the seminars in this series are for you.

SEMINAR 1 - The Leadership Challenge: Sharing the Vision

Some leaders estimate they spend 90 percent of their time in meetings, or working one-on-one with workers. Communication is important to them because if they cannot communicate their ideas and enthusiasms to those they work with, they cannot inspire others to follow where they would lead.

Good leaders are great askers; they don't just dictate information, they seek it. They show respect for the opinions of others; they develop trust; they pay attention to what's told them.

This seminar focuses on the important communications skills vital to good leaders. During the day you'll learn to:

- develop — or enhance — listening skills;
- recognize how to best handle interpersonal relationships with personnel;
- obtain better performance from groups (including teams, task forces and committees) through better understanding of group process;
- become a better group leader;
- manage individual differences.

When, Where and Staff: (held 9 a.m.-4 p.m. at the following dates and locations)

Jan. 26, 1990	Lincoln , University of Nebraska-Lincoln East Campus Union	Dr. Luthans
Jan. 31, 1990	Chadron , Chadron State College, Kline Campus Center	Mr. Bauer
Feb. 1, 1990	Scottsbluff , University of Nebraska Research & Extension Center	Mr. Bauer
Feb. 2, 1990	North Platte , Mid-Plains Community College, McDonald-Belton Campus	Dr. Glaess
Feb. 9, 1990	Norfolk , Northeast Community College , 801 East Benjamin	Dr. Glaess
Feb. 16, 1990	Omaha , University of Nebraska at Omaha , Peter Kiewit Conference Center, 1313 Farnam-on-the-Mall	Dr. Luthans
Feb. 23, 1990	Grand Island , Central Community College Campus, Hwy 34 and 281	Dr. Glaess

SEMINAR 2 - Leading With Style

Everyone has their own leadership style, and each style may be more suited to some situations than others. At times a group may need a leader who is out

there running way ahead of the crowd; at other times a leader who can reach consensus, who can help others buy into the idea, is vital.

When you know your own style, and the strengths and weaknesses of it, you better appreciate the style of others. It helps you recognize the strengths they bring to you when you work together.

You also can better learn to compensate for your weaknesses, to remove blind spots that might affect your effectiveness in working with others.

Successful leaders recognize and respect the skills and strengths of their co-workers. They are able to accept those they work with, and they themselves are able to work without the constant approval or recognition of others.

During the day in this seminar you'll:

- assess your leadership style, and learn to spot — and, hopefully, appreciate — the styles of others;
- gain a better understanding of your strengths as a leader;
- discover ways to reinforce and reward others — and yourself;
- discuss various personality types likely to be found in your organization, and ways to deal effectively with them;
- learn the importance of modeling desired behavior.

You will be asked to complete the Myers-Briggs Type Indicator (MBTI), a popular questionnaire in use today to determine style, two weeks in advance of this seminar. The MBTI doesn't take long to complete, and is a survey to show your style preference. There are no right or wrong answers.

When, Where and Staff: (held 9 a.m.-4 p.m. at the following dates and locations)

March 14, 1990	Chadron , Chadron State College, Kline Campus Center	Dr. Horner
March 15, 1990	Scottsbluff , University of Nebraska Panhandle Research & Extension Center	Dr. Horner
March 16, 1990	North Platte , Mid-Plains Community College, McDonald-Belton Campus	Dr. Horner
March 22, 1990	Lincoln , University of Nebraska-Lincoln, Nebraska Center For Continuing Education, 33rd & Holdrege	Dr. Barrett & Dr. Wheeler
March 23, 1990	Omaha , University of Nebraska at Omaha, Peter Kiewit Conference Center, 1313 Farnam-on-the-Mall	Dr. Barrett & Dr. Wheeler
March 29, 1990	Grand Island , Central Community College Campus, Hwy 34 and 281	Dr. Barrett & Dr. Wheeler
March 30, 1990	Norfolk , Northeast Community College, 801 East Benjamin	Dr. Barrett

SEMINAR 3 - Team Building: Leading With Commitment

Each member of a team, each member of an organization, carries a whole lifetime of experiences and philosophies and ideas to work, and into meetings. Sometimes those experiences and philosophies and ideas mesh easily, and sometimes they do not.

A person doesn't need to attend too many meetings to realize that some people are better team players than others. The dynamics of groups can be fascinating to watch; they also can be frustrating if you're the leader trying to move the group down the road to further your organization's vision. Then the question becomes, how do you build an effective team?

That does not mean how do you build a team that is totally in harmony, because total harmony, while pleasant to some team members, may not be the best growing condition for your organization. It does mean, how do you encourage those attributes necessary to meet your goals? How do you identify what is happening in your group, and ways to make group members more effective?

This seminar on team building and team builders offers you the opportunity to:

- learn what is necessary to form a team, and make it grow;
- focus on feedback as a team building tool;
- explore the importance of relationships and team performance (Is there trust between your team members? What are the individual and group attitudes?);
- discover ways to instill enthusiasm, commitment, and cooperation in the group;
- identify barriers to intergroup cooperation;
- increase your organization's effectiveness through team building.

When, Where and Staff: (held 9 a.m.-4 p.m. at the following dates and locations)

April 10, 1990	Chadron , Chadron State College, Kline Campus Center	Dr. Harding
April 11, 1990	Scottsbluff , University of Nebraska Panhandle Research & Extension Center	Dr. Harding
April 12, 1990	North Platte , Mid-Plains Community College, McDonald-Belton Campus	Dr. Harding
April 19, 1990	Grand Island , Central Community College Campus, Hwy 34 and 281	Dr. Harding
April 20, 1990	Norfolk , Northeast Community College, 801 East Benjamin	Dr. Harding
April 27, 1990	Omaha , University of Nebraska at Omaha, Peter Kiewit Conference Center, 1313 Farnam-on-the-Mall	Dr. Harding
May 4, 1990	Lincoln , University of Nebraska-Lincoln, East Campus Union	Dr. Harding

SEMINAR 4 - Leadership and Problem Solving Strategies

What often distinguishes a successful organization from one not so successful is not that the successful organization never experiences problems, but that those problems are met head on and dealt with as they arise. As a leader, you have important decisions to make to help those in your organization move ahead, to help them deal with the changes inevitable in their jobs, and to keep everyone heading toward a common goal.

Creativity in problem solving and flexibility in decision making are musts; yet sometimes creativity and flexibility seem hardest to come by when they are most needed.

This seminar focuses on major aspects of decision making, creative problem solving, and our changing environment. It offers techniques to help you:

- determine your present situation and style of problem solving;
- assess the "controllable" and "uncontrollable" factors in your organization;
- create a strategy to solve a situation or problem you currently work with;
- review the changing environments in organizations and agencies, and how change affects your leadership role;
- learn basic principles to introduce change and gain support for adopting changes in your organization;
- recognize strategies to reward and motivate others to accept changes and overcome resistance to change;
- design your own implementation plans to arrive at tentative solutions to problems.

When, Where and Staff: (held 9 a.m.-4 p.m. at the following dates and locations)

May 22, 1990	Chadron , Chadron State College, Kline Campus Center	Dr. Bell & Dr. Foster
May 23, 1990	Scottsbluff , University of Nebraska Panhandle Research & Extension Center	Dr. Bell & Dr. Foster
May 24, 1990	North Platte , Mid-Plains Community College, McDonald-Belton Campus	Dr. Bell & Dr. Foster
June 1, 1990	Norfolk , Northeast Community College, 801 East Benjamin	Dr. Bell & Dr. Foster
June 7, 1990	Lincoln , University of Nebraska-Lincoln, Nebraska Center For Continuing Education, 33rd and Holdrege	Dr. Bell & Dr. Foster
June 8, 1990	Omaha , University of Nebraska at Omaha, Peter Kiewit Conference Center, 1313 Farnam-on-the-Mall	Dr. Bell & Dr. Foster
June 15, 1990	Grand Island , Central Community College Campus, Hwy 34 and 281	Dr. Bell & Dr. Foster

General Information:

Fees: Each individual seminar fee is \$75 per seminar (includes instructional materials, breaks, and lunch). The fee for registering for all four (4) seminars at the same time is \$250 (a savings of \$50!).

Refunds: You are guaranteed a full refund if a seminar is canceled for any reason. If you are unable to attend after you have registered, please contact the registration site as soon as possible. A full refund will be granted if your request is received before the day of the seminar. No refunds will be made on or after the day of the seminar. You may substitute an associate to participate in your place at any time before the seminar begins.

CEU: 2.5 Continuing Education Units may be awarded for those completing all four (4) seminars.

Certificate: A certificate will be awarded to you for the completion of all four (4) seminars.

Seminar Staff:

Leverne A. Barrett is an associate professor of Agricultural Education at the University of Nebraska-Lincoln, and has been with the university since 1980. Previously with Pennsylvania State University, Dr. Barrett has considerable experience conducting programs on the strengths of various personality types. Here he'll turn that experience to exploring the strengths of leaders.

Randy M. Bauer is founder and director of Leadership Training Associates in Denver, Colo. Over 60,000 people across the United States have attended his leadership, motivation and effective supervision seminars in the past 10 years.

Lloyd C. Bell is an assistant professor of Agricultural Education at the University of Nebraska-Lincoln, and has been with the university since 1979. Dr. Bell has considerable experience teaching and conducting seminars in problem solving, decision making, and organization management.

Allen G. Blezek is director of the Center For Leadership Development at the University of Nebraska-Lincoln. Through his teaching, presentations, consulting, organizational leadership, and participation at state, national, and international levels, Dr. Blezek is known for his work in leadership and human resource development.

Richard M. Foster is a professor of Agricultural Education at the University of Nebraska-Lincoln and has been with the university since 1983. Dr. Foster's areas of concentration are leadership development, dynamics of change and problem solving. He is a Kellogg National Fellow.

Herman L. Glaess is a professor of Education at Seward Concordia College, and has worked with the University of Nebraska-Lincoln for the past 20 years. Dr. Glaess has

conducted seminars for organizations and businesses for over five decades. He is a licensed Leader Effectiveness Training associate, a distinguished presenter for the Nebraska LEAD Program, and a master teacher.

Gene T. Harding is president of Training/Learning/Communications, a consulting firm. Dr. Harding spent 15 years as a professor and administrator with the University of Nebraska-Lincoln, working in innovative outreach programs. Dr. Harding has conducted numerous seminars on communications, team building, motivation, and leadership.

James T. Horner is a professor of Agricultural Education at the University of Nebraska-Lincoln. His distinguished career at the university has expanded over 30 years. Dr. Horner's areas of concentration are adult education, extension education, and understanding leadership styles.

Fred Luthans is a George Holmes University Distinguished Professor of Management at the University of Nebraska-Lincoln. Dr. Luthans is author or co-author of more than 20 books and 100 articles relating to leadership and management. He has conducted numerous seminars on leadership development.

Elmer H. Miller is associate director of the Center For Leadership Development at the University of Nebraska-Lincoln. Dr. Miller has developed leadership programs for the past 20 years for businesses, organizations, and state agencies.

Daniel W. Wheeler is coordinator of the Office of Professional and Organizational Development at the University of Nebraska-Lincoln. Dr. Wheeler is an experienced presenter in various aspects of leadership and human research development.

LEADERSHIP AGENDA REGISTRATION FORM

For the seminar(s) for which you are registering.

Please return entire page.

Leadership Challenge	Leading With Style	Leading with Commitment	Leadership Problem Solving Strategies
___ Jan 31	___ Mar 14	___ Apr 10	___ May 22
___ Feb 23	___ Mar 29	___ Apr 19	___ June 15
___ Jan 26	___ Mar 22	___ May 4	___ June 7
___ Feb 9	___ Mar 30	___ Apr 20	___ June 1
___ Feb 2	___ Mar 16	___ Apr 12	___ May 24
___ Feb 16	___ Mar 23	___ Apr 27	___ June 8
___ Feb 1	___ Mar 15	___ Apr 11	___ May 23

Complete the following information:

Payment of fees:

Name: _____

State: _____ Zip: _____

Each seminar above is \$75 each; however, if you register for all four (4) seminars at once, the total cost is \$250.

___ Seminar @ \$75 or all four (4) at \$250 _____.

Phone: () _____

Phone: () _____

Payment enclosed (make check payable to institution at the site you are registering).

Payment will be made the day of the seminar.

Turn your registration form to the institution where you are registering the seminar(s):

Lincoln to: Chadron State College
Center for Regional Serv.
Chadron, NE 69337

North Platte to: Mid-Plains Community College
McDonald-Belton Campus
RR4, Box 1
North Platte, NE 69101

Grand Island to: Central Community College
Community Ed. Office
Hwy 34 and 281
Grand Island, NE 68802

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Lincoln to: University of Nebraska- Lincoln
Center For Leadership Development
Rm 300, Ag Hall -- East Campus
Lincoln, NE 68583-0709

Omaha to: University of Nebraska at Omaha
Peter Kiewit Conference Center
1313 Farnam-On-The-Mall
Omaha, NE 68132-0335

Norfolk to: Northeast Community College
Community Services
801 East Benjamin
Norfolk, NE 68701

Scottsbluff to: University of Nebraska Learning Center
4502 Avenue "I"
Scottsbluff, NE 69361

Cooperating Agencies

Central Community College, Grand Island
Chadron State College, Chadron
Mid-Plains Community College, North Platte
Northeast Community College, Norfolk
University of Nebraska Learning Center, Scottsbluff
University of Nebraska Northeast Central Research and Extension Center, Concord
University of Nebraska Panhandle Research and Extension Center, Scottsbluff
University of Nebraska South Central Research and Extension Center, Clay Center
University of Nebraska West Central Research and Extension Center, North Platte
University of Nebraska-Lincoln Department of Management, Lincoln
University of Nebraska-Lincoln Division of Continuing Studies, Lincoln
University of Nebraska at Omaha College of Continuing Studies, Omaha

**Center for Leadership Development
Rm 300 Ag Hall
University of Nebraska-Lincoln
Lincoln, NE 68583-0709**

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Permit No. 46

APPENDIX X

**Other Outreach Activities of the
Center For Leadership Development**

OTHER OUTREACH ACTIVITIES OF THE CENTER FOR LEADERSHIP DEVELOPMENT

<u>1989-90 DATES</u>	<u>ACTIVITIES/ORGANIZATIONS</u>
August 15-16	Leadership Effectiveness Training/NPPD (Columbus, NE)
August 29-31	Managerial Skills for Middle Managers/NDOL (Columbus, NE)
October 16- November 10	Dealing with Upset Citizens and the Public/DCS (Texas and Oklahoma Sites)
October 18	Time Management/Scottsbluff Learning Center (Scottsbluff, NE)
November 14-15	Effective Negotiations and Partnership Selling/ Scottsbluff Learning Center (Scottsbluff, NE)
November 16	Myers-Briggs/Scottsbluff Learning Center (Scottsbluff, NE)
November 29	Managerial Skills for Middle Managers/NDOL (Lincoln, NE)
December 7	Recruiting, Interviewing, and Selecting Employees/ Scottsbluff Learning Center (Scottsbluff, NE)
December 4 - January 12	Dealing with Upset Citizens and the Public/DCS (California sites)
December 4-6	Management Workshop/NDOL (Lincoln, NE)
January 10	Managerial Skills for Middle Managers/NDOL (Lincoln, NE)
January 10	Development Staff Retreat/UN Foundation (Lincoln, NE)
January 25	Assertiveness Training for Women in Business/ Scottsbluff Learning Center (Scottsbluff, NE)
January 30	Goals and Objectives Motivational Techniques/ State Department of Agriculture (Aurora, NE)
February 12-16	Dealing with Upset Citizens and the Public/DCS (Louisiana and Georgia Sites)

Use put a check (✓) in the boxes for those topics which people in your business or organization could most benefit. Also, indicate the number of persons in your organization who could benefit from instruction in one or more of the topics listed in each group.

LEADERSHIP BEHAVIOR

- Using leadership/management styles in supervision
- Using personality types in supervision
- Motivating others
- Modeling desired behavior
- Developing assertiveness
- Developing or internalizing responsibility

_____ # of persons benefiting

LEADER-FOLLOWER INTERACTION

- Understanding the social interaction process
- Building teamwork
- Giving/receiving constructive feedback/criticism
- Using effective supervision techniques

_____ # of persons benefiting

ORGANIZATIONAL LEADERSHIP

- Project planning and management
- Strategic planning
- Setting goals
- Taking risks
- Promoting and using creativity
- Promoting and using critical thinking
- Managing time
- Evaluating employee tasks
- Conducting effective meetings

_____ # of persons benefiting

OTHER TOPICS:

1. Name of Business or Organization _____

2. _____
Name & Title of Person Responding

3. Does your organization have an employee training and development program?

(Check one: _____
Yes No)

4. How many employees in your organization are stationed in Nebraska? _____

LEADERSHIP AND GROUP PERFORMANCE

- Understanding group dynamics
- Reinforcing and rewarding others
- Leading a problem solving team

_____ # of persons benefiting

LEADERSHIP ROLES

- Decision making
- Building self confidence and self esteem
- Applying ethics in leadership and business
- Managing change
- Working with volunteers

_____ # of persons benefiting

HUMAN RELATIONS SKILLS

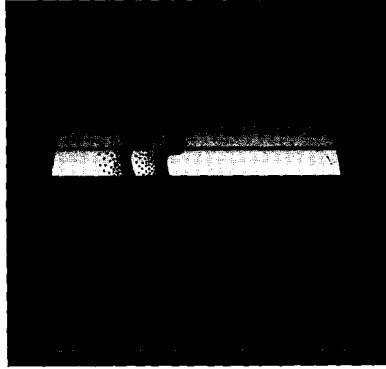
- Conflict resolution
- Negotiating effectively
- Building trust relationships
- Managing stress for yourself & others

_____ # of persons benefiting

COMMUNICATIONS SKILLS TRAINING

- Writing creatively
- Writing reports
- Instructing employees
- Evaluating learners
- Designing training modules
- Promoting programs and activities
- Using media in presentations
- Using effective telephone techniques
- Effective listening

_____ # of persons benefiting



**300 AH - East Campus
University of Nebraska-Lincoln
Lincoln, Nebraska 68583-0709**

Center for Leadership Development

Dear Friends:

Recently the "Center for Leadership Development" was established at the University of Nebraska-Lincoln. The primary objective of the Center is to provide and encourage educational programs in leadership and human resource development for individuals, profit or non-profit organizations, and businesses.

The purpose of this letter is to request your assistance in assessing the leadership and human resource development needs of our state.

Your reply will help us by:

1. Providing information related to the leadership/human resource development needs of Nebraskans.
2. Providing direction to the Center staff in program planning.

Less than 5 minutes will be needed for your response. Please provide the information on the tear-off panel with the postage paid card and return. Your assistance is greatly appreciated and will be most helpful in program planning for one of the most exciting Centers to emerge at The University of Nebraska-Lincoln.

Thank you in advance for your cooperation.
Sincerely,

Allen G. Blezek
Director

From Which Could Your Organization Benefit?

LEADERSHIP BEHAVIOR

Using leadership/management styles in supervision
Using personality types in supervision
Motivating others
Modeling desired behavior
Developing assertiveness
Developing or internalizing responsibility

LEADER-FOLLOWER INTERACTION

Understanding the social interaction process
Building teamwork
Giving/receiving constructive feedback/criticism
Using effective supervision techniques

ORGANIZATIONAL LEADERSHIP

Project planning and management
Strategic planning
Setting goals
Taking risks
Promoting and using creativity
Promoting and using critical thinking
Managing time
Evaluating employee tasks
Conducting effective meetings

LEADERSHIP AND GROUP PERFORMANCE

Understanding group dynamics
Reinforcing and rewarding others
Leading a problem solving team

LEADERSHIP ROLES

Decision making
Building self confidence and self esteem
Applying ethics in leadership and business
Managing change
Working with volunteers

HUMAN RELATIONS SKILLS

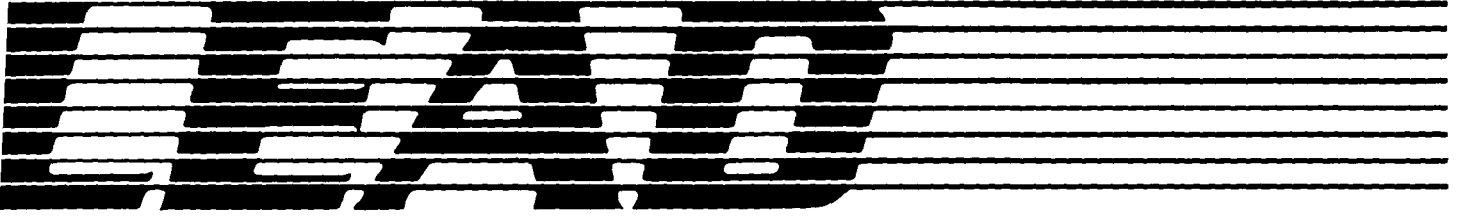
Conflict resolution
Negotiating effectively
Building trust relationships
Managing stress for yourself & others

COMMUNICATIONS SKILLS TRAINING

Writing creatively
Writing reports
Instructing employees
Evaluating learners
Designing training modules
Promoting programs and activities
Using media in presentations
Using effective telephone techniques
Effective listening

APPENDIX XII
Annual Report To Donors Of The
Nebraska LEAD Program

THE NEBRASKA

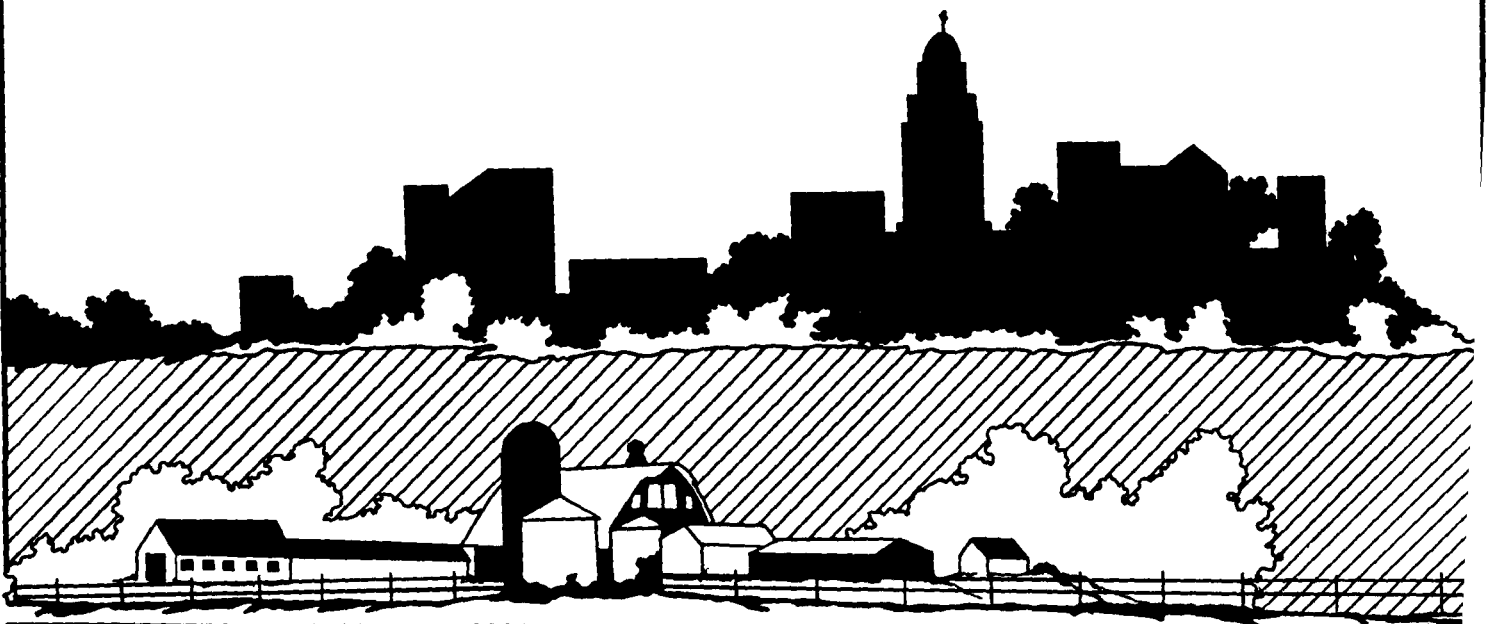


LEADERSHIP EDUCATION/ACTION DEVELOPMENT PROGRAM

THE NEBRASKA AGRICULTURAL
LEADERSHIP COUNCIL, INC.

ANNUAL REPORT
TO DONORS

1987-88



Nebraska Agricultural Leadership Council



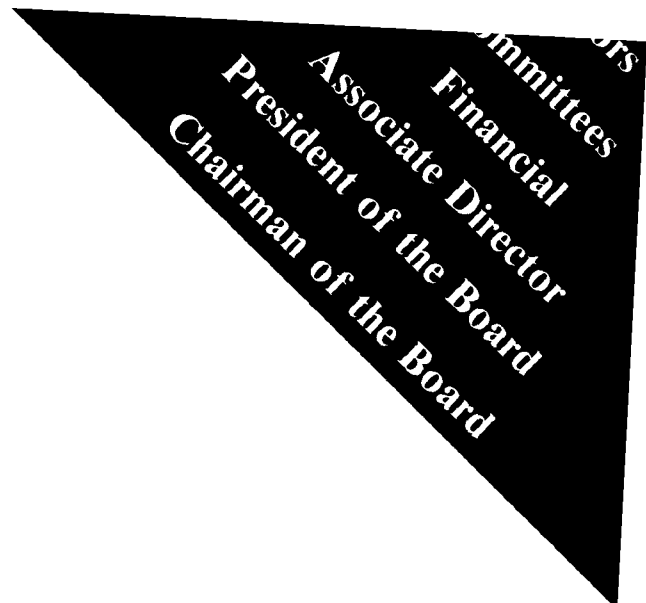
Rich Hawkins
Chairman of the Board

Dear LEAD Friends:

Your Nebraska LEAD Program continues to be a dynamic contributor to Nebraska and Nebraska Agriculture. Following the graduation of LEAD VI and the selection of LEAD VIII Fellows, we are looking toward new challenges as other industries which have recognized the success of this program seek to join forces for wider horizons. Whatever new commitments the Nebraska Agricultural Leadership Council accepts, we will remain committed to the development of leadership for agriculture. Those of us who have worked closely with the seminars realize that it is to a large extent the development of the individual character which gives a person strength and insight to lead others. A variety of personality types and cultural backgrounds have been represented in the more than 175 persons who have completed their two years of LEAD training. They have emerged, perhaps no less individualistic, but certainly more assured, more tolerant, more deliberative, and more conversant in ideas and concepts. We're proud of the contributions they are making. Some have jumped into the spotlight of politics, while others have chosen a quieter path to their objectives. Both approaches have proven effective, and Nebraska agriculture has been enriched by the diversity of leadership at all levels.

Only a large and highly dedicated group of motivated people could keep this project alive. The devotion and sacrifice is beyond price. There are so many worthy volunteers and contributors that they defy a listing. Please be assured that every effort is appreciated, and every investment is rewarded. Your Nebraska LEAD Program is working well and looking forward to more leadership possibilities.

Rich Hawkins
Chairman of the Board
The Nebraska Agricultural
Leadership Council, Inc.

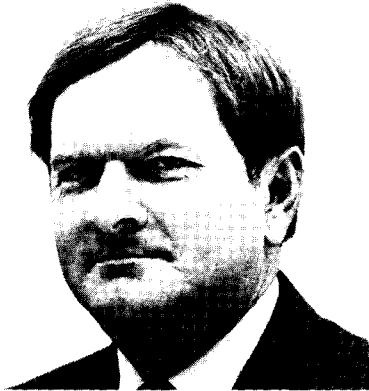


NEBRASKA AGRICULTURAL LEADERSHIP COUNCIL, INC. BOARD OF DIRECTORS

Rich Hawkins — Chairman
Don Hutchens — Vice Chairman
Alan Dillman — Secretary

Sherman Berg, Omaha
Richard Fleming, Lincoln
Roy Frederick, Lincoln
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Neal Harlan, Omaha
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Roy Lilley, Alliance
Bryce Neidig, Madison
Jim Roberts, Lincoln
Wes Zart, Lincoln
Charles Schroeder, Lincoln
Kathy Votaw-Dubs, Billings, Montana

President's Message



PRESIDENT'S MESSAGE

1987-88

Dr. Allen G. Blezek

President/Chief Operating Officer

Little can anyone truly realize the full potential of any organization until it has been given the true test of time. Such is the case of the Nebraska Agricultural Leadership Council, Inc., and specifically its prime area of emphasis, the Nebraska LEAD Program.

After seven full years of operation, the Nebraska LEAD Program has developed a strong foundation of quality, respect, and integrity, not only recognized across Nebraska, but across the United States and beyond. It has truly passed the test of time and has become recognized as one of the very top programs of its kind.

Economics, politics, social issues, and the weather all continue to play important roles in molding our lives and the financial base of the Nebraska LEAD Program. Fortunately, the generosity of many individuals, companies, corporations, foundations, and others, continue. Although finances are not abundant, we have again been able to stretch our resources to meet our obligations.

The program itself continues to flourish with quality applicants and participants. Though applications showed a slight downturn this year, we remain convinced that we should continue our commitment to quality over quantity.

Program content enhancement continues to be a priority with your Nebraska LEAD office. Special grants for the current year have enabled us to continue this effort. While the overall program may appear to remain the same, it also continues to change with the addition of new topics, issues, and speakers to meet the ever-changing needs of our society. The original objectives of the program to develop those problem-solvers, decision-makers and spokespersons for Nebraska and Nebraska Agriculture has not changed.

The Council continues to explore new opportunities for the future in which the solid base of the Nebraska LEAD Program can be expanded upon for those who are not selected for the Nebraska LEAD Program. Steps are already underway to determine the needs for such program expansion with an accompanying plan of action.

These continue to be exciting times for the Nebraska Agricultural Leadership Council, Inc. and the Nebraska LEAD Program. We must never lose sight of those people whose commitment continues to make the program possible. Without the support of donors, sponsors, volunteers, members of the Board of Directors, members of committees, speakers, presenters, campus coordinators, LEAD "Fellows" themselves, and literally hundreds of others, our success would not be a reality. For your continued support, we are most grateful and pledge our continued commitment to our mutual cause of developing quality leadership in Nebraska.

A handwritten signature in black ink that reads "Allen G. Blezek". The signature is fluid and cursive.

Allen G. Blezek
President/Chief Operating Officer
The Nebraska Agricultural
Leadership Council, Inc.

Committees
Associate Director
President of the Board

Director's Message



DIRECTOR'S REPORT

Gary C. Bergman
Associate Director

Throughout the 1987-88 program year, it has been most rewarding to witness the unique partnership that makes the Nebraska LEAD Program so dynamic. Clearly a partnership that bonds Nebraska together with the strong will and spirit necessary to do a job right. For sure, Nebraska's business, industry, organizations, agencies, and government, as well as individuals have admirably pulled together to allow Nebraska's LEAD Program the resources necessary to develop the future problem-solvers, decision-makers and spokespersons for Nebraska and Nebraska's Agriculture/Agribusiness. Nearly everyday my activities convince me more and more that LEAD provides an educational experience that makes a qualitative difference in the lives of participants and the lives of others in the business and community circles that they touch.

As we embark on the 1988-89 program year we must, however, not rest on past accomplishments. This year LEAD Group VIII will begin the LEAD Program with high expectations that must be met with equal if not more energy and enthusiasm from all of us. LEAD Group VII also waits anxiously for their second year to begin. We must prepare and meet their needs, too. Campus Coordinators who are instrumental in coordination of in-state seminars with the LEAD office will be prepared to do their job well. A Campus Coordinator's Seminar/Workshop will get the program year off to a most successful beginning. Successful LEAD Seminars (be they in-state or study/travel seminars) do not naturally occur. They materialize after much planning, thought and preparation that must then be executed and delivered before a live audience. Effective behind-the-curtain work is what makes it seem so easy when a successful seminar is conducted. From my prospective, I would be remiss in not saying "thank you" to all individuals who assist in making this program work so well and accomplish so much.

Presenters, coordinators, Board and Committee Member Council Members, sponsors, and the list goes on, all make happen and are imperative for a successful program.

Of course, it is only natural to be proud of the past as the many accomplishments that can be noted with pride. However, after reflecting on the past, attention must return to the future and with focus. It is with pride and respect that I work with Allen Blezek who's dedication and commitment without question and who's vision and direction is forward and clear. It is without reservation that through his leadership, continued strength of a solid partnership as witnessed in Nebraska, coupled with hard work, that the future of the Nebraska LEAD Program will continue to be bright and deliver essential leadership and human resource development that is necessary for Nebraska.

A handwritten signature in black ink, reading "Gary C. Bergman". The signature is stylized and cursive.

Gary C. Bergman
Associate Director

Committees
Financial
Associate Director

1987-1988 Financial Report



NEBRASKA LEAD PROGRAM ANNUAL FINANCIAL REPORT FISCAL YEAR 1987-1988

Revenues	Income	FY 1987-88 Budget Amount	(Under)/Over Budget	% of Total Budget Category Collected	% of Total Income Collected
Fellows	\$ 47,792.81	\$ 48,000.00	\$ (207.19)	100%	18%
Individuals & Businesses	105,900.89	104,500.00	1,400.89	101%	40%
Department of Agriculture	20,000.00	20,000.00	0.00	100%	7%
Subtotal	** \$173,693.70	\$172,500.00	\$1,193.70	101%	65%
In-Kind Contributions					
IANR	\$ 65,301.11	\$ 56,000.00	\$ 9,301.11	117%	24%
Colleges, Businesses & Individuals	23,924.60	29,500.00	(5,575.40)	81%	9%
Farmland Industries	5,000.00	5,000.00	0.00	100%	2%
Subtotal	\$ 94,225.71	\$ 90,500.00	\$ 3,725.71	104%	35%
Total Revenue	\$267,919.41	\$263,000.00	\$ 4,919.41	102%	
Expenditures					
Expenditures	Total	FY 1987-88 Budget Amount	Under/(Over) Budget	% of Total Budget Category	% of Total Expenses
Personnel Services	\$ 25,489.80	\$ 32,000.00	\$ 6,510.20	80%	10%
Resident Seminars	24,351.61	25,000.00	648.39	97%	9%
STS (US)	21,569.86	20,000.00	(1,569.86)	108%	8%
STS (Abroad)	80,085.47	75,000.00	(5,085.47)	107%	31%
Screening Expense	587.83	500.00	(87.83)	118%	0%
Staff Travel	4,635.31	6,000.00	1,364.69	77%	2%
Conferences & Meetings	383.18	2,000.00	1,616.82	19%	0%
Printing and Photography	6,590.85	5,000.00	(1,590.85)	132%	3%
Communications	2,170.79	4,500.00	2,329.21	48%	1%
Supplies & Materials	886.80	2,000.00	1,113.20	44%	0%
Equipment Maintenance	1,302.00	500.00	(802.00)	260%	0%
Subtotal	\$168,053.50	\$172,500.00	\$ 4,446.50	97%	64%
In-Kind Expenses					
Personnel Services	\$ 50,301.11	\$ 44,000.00	(\$6,301.11)	114%	19%
Resident Seminars	17,044.60	9,500.00	(7,544.60)	179%	6%
STS (US)	5,000.00	6,000.00	1,000.00	83%	2%
Communications	6,880.00	16,000.00	9,120.00	43%	3%
Supplies & Materials	3,000.00	3,000.00	0.00	100%	1%
Facilities	12,000.00	12,000.00	0.00	100%	5%
Subtotal	\$ 94,225.71	\$ 90,500.00	(\$3,725.71)	104%	36%
Total Expenditures	\$262,279.21	\$263,000.00	\$ 720.79	100%	
Year-End Carry-Over	\$ 5,640.20				

**Not included: Special Grant: Carl A. Perkins, Department of Education.

NALC Committee Reports



ACADEMIC COMMITTEE



Don Hutchens
Chairman

Clearly, the emphasis for this Leadership, Education, Action, and Development (LEAD) Program focuses on sound academics. Taking a proven, great academic program and making it better seems to be a terrific challenge for the Academic Committee. The success of LEAD depends largely upon the comprehensive educational seminars presented and how adaptable that information is to LEAD participants. The unique arrangement of using various campus sites and coordinators to deliver their own academic strengths seems to allow for an enthusiastic atmosphere for learning. This attitude toward learning is attributable to the soundness of the original academic program established in 1981 and to constant updating and polishing by Campus Coordinators under the direction of the Nebraska LEAD office. There is a growing desire by agriculturalists to be continually educated on social, political, and economic conditions and how they affect their livelihood and the general economy.

The academic program offers a local, state, national, and global perspective that pays dividends to all Nebraskans. The Academic Committee has offered some suggestions in the area of pre-seminar information made available to participants and allowing more opportunities for extemporaneous speaking. A new concept that met with broad support was to place more emphasis on last seminar's role of providing a re-entry program, such as personal growth planning, mentoring, and methods of sharing the education and experiences of LEAD with others.

Academic Committee, 1987-88

- | | |
|-----------------------------|-------------------------|
| Peggy Andreasen, St. Edward | Gerald Huntwork, Curtis |
| Bob Baker, Peru | Tom Mitchell, Ashland |
| Rich Bringelson, Lincoln | Dennis Nun, Lincoln |
| Ossie Gilbertson, Lincoln | Willard Waldo, Dewitt |
| Ted Hartung, Lincoln | Richard Zwick, Seward |
| Nancy Heidemann, Plymouth | |

COMMUNICATIONS COMMITTEE



Richard Fleming
Chairman

Members of the Nebraska LEAD Communications Committee were primarily involved in revising the slide-tape during 1987-88.

Based on comments from several individuals, a decision was made to reduce the length of the slide-tape. A revised script was developed along with new graphic slides, testimonials and sound track. However, the revised slide-tape did not meet the expectations of the Committee and others involved in LEAD. The Committee undertook another revision to reduce the length and include recent slides taken by LEAD Fellows. This version will be ready for use in the fall of 1988.

Members of the Committee are making arrangements to review current materials for LEAD applicants and will continue working with the Resource Development Committee to organize a proposed donor-sponsored banquet to recognize major contributors to LEAD.

Communications Committee, 1987-88

- | | |
|-------------------------|--------------------------------|
| Ken Anderson, Lexington | John Scharf, Curtis |
| Bob Fensler, Lincoln | Judy Scherer-Connealy, Decatur |
| Paul Jensen, Lincoln | Mick Sibbel, Lincoln |

RESOURCE DEVELOPMENT COMMITTEE



Robert Gingery
Chairman

The Resource Development Committee's primary objective for this past year has been to further establish the LEAD Endowment Fund. The raising of money for the fund is very slow, as corporate donors who give to operating fund for LEAD are reluctant to give to an endowment fund but are generally willing to help by giving to the program on an annual basis.

As in the case with other endowment programs, such funds usually come from gifts left through wills by those who have felt a need for the im-

tance of a program such as the Nebraska LEAD Program. The committee is now concentrating its efforts on those persons who might be interested in helping to perpetuate LEAD by giving a gift through a will, or later on in life. A long-term program such as this will take years to secure results. However, it is very important for LEAD that this committee continue to pursue the One Million Dollar Goal, even though it may take several years to attain.

In the meanwhile, the administrators of the program continue to be successful in raising funds through the corporate and private sectors of our state to continue an outstanding program. It is unfortunate that it is necessary for our program directors and their staff to have to spend the time to raise such funds, but it does give them the opportunities to tell the LEAD story. We in Nebraska are very fortunate to have individuals who feel so strongly about the necessity of the Nebraska LEAD Program.

The committee continues to ask for names of individuals who might be interested in helping to see that the LEAD program continues over the years by being a major gift donor. Please help the committee by talking to possible donors and sending their names to a committee member or the LEAD office.

Resource Development Committee, 1987-88

Dick Armstrong, Minden
Tom Baker, Trenton
Chuck Elliot, Sidney
Mark Gustafson, Mead
Frank Johannsen, Bayard
Doug Johnson, Wausa
Gary Klein, Grand Island
Bob Knepper, Hyannis

John Kreuscher, Madrid
Stan Matzke, Lincoln
Bryce Neidig, Madison
Larry Rice, Ainsworth
Chuck Schroeder, Lincoln
Les Sheffield, Lincoln
Mickey Stewart, Lincoln
Jeanette Volk, Arlington

STATE SELECTION COMMITTEE



Dick LeBlanc
Chairman

The Selection Committee began the year by reviewing the standard application form with some consolidation and refinements incorporated before use in 1988.

Upon recommendation from the committee, the Board of Directors adopted a revised procedure for District Selection Committee procedures. Each District Chair will now have a Vice Chair who will serve as Chair the following year. If none can be found, the Chair will con-

tinue for another year. In addition, the Chair will ask at least two of the selection committee members to serve again next year. The new District Chair for next year in each District will appoint the remaining committee members no later than April 1 and will inform that LEAD Office of the final committee make up and their addresses. This revision process will provide continuity in the committee, assist in knowledge of procedures and guidelines, and make the appointment process of District Chairs and their committees less burdensome and time consuming. In addition, the interview locations and specific dates in the last two weeks of June will be established prior to February 1 of each year so that committee members will know if they are available and can get to that location before committing their time.

The LEAD staff and volunteers also utilized telephone contact to visit with LEAD prospects. This helped clarify any questions as well as encouraged a larger volume of applicants.

The State Selection Committee based their difficult decisions on the District Screening Committee's recommendations from the personal interviews which were conducted earlier and from the candidate's written application.

The Committee, which met at the University of Nebraska East Campus Union, was made up of the District Chairmen plus the State Chairman and Bergman, LEAD Associate Director. The District Chairmen were responsible for selecting their five committee members and for coordinating the schedule and location of the interview with the LEAD office.

The Committee was very pleased with the high caliber of individuals chosen; all have proven leadership potential. Agriculture and Nebraska will continue to realize measurable benefits from Group VIII's participation in the Nebraska LEAD Program.

State Selection Committee, 1987-88

John Kreuscher, Madrid, District I
Gerald Clausen, Bloomfield, District II
Rick Atkins, Laurel, District III
Scott Kalkowski, Kearney, District IV
Mark Gustafson, Mead, District V
Dick LeBlanc, State Chairman

District Selection Committee, 1987-88

Ken Anderson, Lexington
Frank Andreasen, Ord
Bill Dickey, Wayne
Doug Duey, Lincoln
Maxine Garwood, Atkinson
Cecilia Grevson, Madison
Don Kearney, Kearney
Maxine Knauss, York
Sandra Koizan, Neligh
Jim Lipp, Laurel

Tom Mitchell, Ashland
John Osler, Imperial
Dotty Jo Patterson, Holdrege
Bev Pollock, Ogallala
Lowell Schroeder, Bloomfield
Sharon Thomas, Laurel
Cherlyn Wahlgren, Maxwells
Jeanine Wehrbein, Plattsmouth
Senator John Wehling, Council Bluffs
Susan Williams, Mead

Nebraska Agricultural Leadership Council

FELLOWSHIP MEMBERS

Abbott Foundation, Lincoln
American Express Foundation, Lincoln
Burlington Northern Foundation, Seattle, WA
ConAgra, Inc., Omaha
Fonner Park, Grand Island
Nebraska Beef Industry Development Board, Kearney
Nebraska Corn Development, Utilization and Marketing Board, Lincoln
Nebraska Department of Agriculture, Lincoln
Nebraska Gasohol Committee, Lincoln
Nebraska Grain Sorghum Development, Utilization and Marketing Board, Lincoln
Nebraska Soybean Program, Lincoln
Pioneer Hi-Bred International, Inc., Lincoln
The Scouler Foundation, Omaha
Woods Charitable Fund, Inc., Lincoln

PARTNERSHIP MEMBERS

Anonymous
Armstrong, R. K., Minden
Bay State Foundation, Scottsbluff
Cooper Foundation, Lincoln
Enron Corporation, Omaha
KNEnergy, Hastings
LEAD III
LeDioyt Land Company, Omaha
Nebraska Council on Public Relations for Agriculture, Lincoln
Nebraska Farm Bureau Federation, Lincoln
Northwestern Bell, Omaha
Omaha World-Herald Foundation, Omaha
Rogers Foundation, Lincoln
Tom Feller Cattle Co., Wisner

CORPORATE MEMBERS

Alliance Cooperative Assn.
Andersen Farms, Kennard
Burkholder, David, Cozad
Byrkit Farms, Clay Center
Cantrell, Don and Debra, Merna
Clark Farms, Lewiston
Congressman Hal Daub, Washington, D.C.
Damme, Lora, Talmage
Deerson, David & Sharon, Mead
Dolnicek, John, Lawrence
Duncan, Dan, Scottsbluff
Edward D. Jones & Co., Nebraska City
Ford New Holland, Grand Island
Franklin State Bank
Hamilton Community Foundation Inc., Aurora
Hammons, Keith and Hylah, Weeping Water
Hassebrook, Rodney, Platte Center
Heerten, Ronald, Springview
Hill Country Enterprises, Valentine
Holzfaster, Tim, Paxton
Island Dehy. Co., Inc., Cozad
Johnson-McKenzie Partnership, Harvard
Keiser, Mr. and Mrs. Daryl, Gothenburg
Lamb, David and Donalee, Anselmo

LEAD Alumni Association

Lechtenberg, Russell and Susan, Butte
Lesoing, Dean and Teresa, Hickman
McClure, Edward and Glennis, Wymore
McGee, Dennis, Bertrand
Meyer Hay Farm, West Point
Nelson, Roger, Genoa
Nielsen, Norman, Inman
Norfolk Daily News
Othmer, Mark, Gothenburg
Paulman Farms, Sutherland
Paulson, James, Fremont
Peterson, Wayne & Jacklynn, Mead
Raun, Robert and Eileen, Minden
Rodenburg, Richard and Susan, Lincoln
Schaneman, Mark, Minetare
Schmidt and Sons, Jansen
Scott, Tom and Katherine, Ft. Calhoun
Stewart, Mickey and Betty, Lincoln
Sullivan, Kathleen, Cedar Rapids
Tinkham, Ron and Jeanne, Bloomfield
T-L Irrigation, Hastings
Vogel, Everett, Stuart
Waldo Farms, Inc., DeWitt
Wieden, Mark and Sheri, Liberty
Williams, Michael and Donna, Fremont

INDIVIDUAL MEMBERS

Ace Aero Spraying, Bertrand
Ag Moll, Inc., Gothenburg
Agri Affiliates, Inc., North Platte
AgriPro, Tekamah
Anan Grain Co., Glenvil
Animal Clinic, Hastings
Bank of Mead
Bank of Paxton
Barrett-Ross, Karen, Lincoln
Beatrice Jaycees
Bergman, Gary, Raymond
Bertrand Cooperative Exchange
Big Byron Agri Services, Grant
Big Springs Elevator Co., Inc.
Bill's Volume Sales, Inc., Central City
Blezek, Allen, Lincoln
Bloomfield Ruritan Club
Bruning, Fred and Penni, Bruning
Buescher, Craig, Deweese
Canaday, Julian, Bloomfield
Cedar River Ranch, Primrose
Central Nebraska Livestock Feeders Assn., Grand Island
Centray Soya, Humboldt
Chicoine, Vernon and Frances, Chadron
Columbus Area Chamber of Commerce
Commercial State Bank, Wausa
Cooperative Oil Company, Alma
Cornhusker Public Power District, Columbus
Crete Carrier Corporation, Lincoln
Dolnicek, Terry, Council Bluffs, IA
Dutton-Lainson Company, Hastings

LEAD Fellows

NEBRASKA LEAD "FELLOWS"

LEAD VII (1987-89)

Paul Clark, Lewiston	John McKenzie, Harvard
Deerson, Sharon, Mead	Paul Meyers, West Point
John Dolnicek, Lawrence	Roger Nelson, Genoa
Dan Duncan, Mitchell	Michael O'Donnell, Ogallala
Mary Pat Finn, Norfolk	Mark Othmer, Gothenburg
Stan Garbacz, Lincoln	Roric Paulman, Sutherland
Rod Hassebrook, Platte Center	James Paulson, Fremont
Tim Holzfaster, Paxton	Wayne Petersen, Mead
Doug Keiser, Gothenburg	Darleen Schulte, Pleasanton
Donalee Lamb, Anselmo	Kathleen Sullivan, Cedar Rapids
Bruce Lans, Stamford	Ron Tinkham, Bloomfield
Russ Lechtenberg, Butte	Everett Vogel, Stuart
Joe McBride, Brule	Daniel Watermeier, Syracuse
David McCracken, Friend	Mark Wieden, Liberty
Dennis McGee, Smithfield	Richard Zochol, Alliance

LEAD VI (1986-88)

Pamela Andersen, Kennard	David Knorr, Humboldt
Karen Barrett-Ross, Lincoln	Susan Rodenburg, Lincoln
Jeff Beattie, Sumner	Dean Lesoing, Hickman
John Bush, Valentine	Edward McClure, Wymore
Dale Byrkit, Clay Center	Scott Mueller, Platte Center
Don Cantrell, Merna	Norman Nielsen, Inman
Glen Capek, Milligan	Jerome Radke, Big Springs
DeVon Carlson, Osceola	Mark Schaneman, Minatare
Tom Feller, Wisner	Gerald Schmidt, Jansen
Jan Franklin, Creighton	Gary Schroeder, Smithfield
Keith Hammons, Weeping Water	Thomas Scott, Fort Calhoun
Ron Heerten, Springview	George Shadbolt, Jr., Gordon
Mark Holoubek, Greenwood	Connie Streeter, S. Jordan, UT
Ron Hunnicutt, Giltner	Mike Williams, Fremont
William Kissinger, Fairfield	Kathy Wittler, Talmage

Will complete the LEAD Program April, 1989

LEAD V (1985-87)

J. D. Alexander, Pilger	Brian Keiser, Gothenburg
Gary Bergman, Raymond	Sandra Koinzan, Neligh
Kathy Boellstorff, Johnson	Anthony Krajewski, Ogallala
David Bosle, Hastings	Daryl Meyer, Gothenburg
Craig Buescher, Deweese	Elaine Miller, Hardy
Jean Cook, Crawford	Ron Peters, Hay Springs
Lora Damme, Talmage	Steve Petersen, Minden
Daniel Dudden, Venango	Eldon Purdy, Phillips
Alan Emshoff, Avoca	Larry Rasmussen, Mead
James Feller, Newcastle	Ron Ross, Dunbar
Shari Flaming, Paxton	David Saalfeld, North Bend
Doug Fritz, Verdon	Lowell Schroeder, Bloomfield
Donn Gengenbach, Grant	Steve Siel, Franklin
Cecilia Grevson, Madison	LaMoine Smith, Minden
Denise Johnson, Grant	Dan Wichman, Pender

LEAD IV (1984-86)

Jim Brehm, Talmage	Larry Mussack, Decatur
Steve Bremer, Arlington	Dennis Nun, Lincoln
Fred Bruning, Bruning	Dotty Patterson, Holdrege
Bruce Eveland, Ames	Colin Petersen, Stromsburg
Randy Gangwish, Shelton	Dan Pierce, Hartington
Myron Gompert, Mitchell	Dan Roberts, Lexington
Tom Groeteke, Primrose	Marvin Rousey, North Platte
Gary Hollstein, Rushville	Janice Schenk, Franklin
Mark Knobel, Fairbury	Karen Schimmer, Grand Island
John Kreuzscher, Madrid	Calvin Schulz, Paxton
Steve Langemeier, Hooper	Dale Semm, Grand Island
Chip Littlejohn, Scottsbluff	Terrance Terrell, Hay Spring
John Miller, Murdock	Dale Wahlgren, Maxwell
Tom Mitchell, Ashland	Mike Zeis, N. Hollywood,
Bruce Mueller, Columbus	

LEAD III (1983-85)

Dale Anderson, Chadron	Larry Holscher, Ogallala
Peg Andreasen, St. Edward	Larry Hudkins, Malcolm
Kent Antes, Syracuse	Daryl Hunnicutt, Giltner
Steve Arneal, North Bend	Doug Johnson, Wausa
Tom Baker, Trenton	Rex Kirchhoff, Hardy
Garold Batterman, Bridgeport	Kent Kuhr, Dakota City
Michael Bauerle, Champion	Gary Mather, Pullman, WA
Clifford Bergfield, Jr., Chadron	Carmen Patent, Randolph
Kent Boyer, North Platte	Wayne Rasmussen, Plainview
Dave Doeschot, Adams	Kathy Schmitz, North Platte
Tracy Gras, Broken Bow	Greg Senkbile, Central City
Mark Gustafson, Mead	Larry Sitzman, Culbertson
Jerry Haertel, Greenwood	Doug Soderquist, Hastings
Bryce Halstead, Dix	Carl Stander, Kimball
Ken Herz, Lawrence	Lyle Wertz, Grand Island

LEAD II (1982-84)

Bob Allen, Lexington	Wayne Kment, Stanton
Ernest Baack, Kimball	Greg Kuhnel, Shelby
Larry Beiermann, Columbus	Charlie Leibbrandt, Imperial
Cheryl Burkhardt-Kriesel, Gurley	Jim Lipp, Laurel
Dean Churchill, Valentine	Gale Lush, Wilcox
Dean DeBoer, Adams	Richard McDonald, Rockville
Alan Dillman, Morrill	Ted Phillips, Beaver Crossing
Bob Eilts, Central City	Sandy Plambeck, Holstein
Larry Flohr, Chappell	Dennis Rickertsen, Lexington
Steve Henry, Arapahoe	Ron Roberts, Maxwell
Kent Hobbs, Holdrege	John Romohr, Waco
David Hoesing, Omaha	Judy Scherer-Connealy, Decatur
Greg Hunter, Rushville	James Weyer, Lincoln
James Huttman, Bloomfield	Gerald Wirth, Nebraska City
Phil Johnson, Kansas City, MO	Don Wittler, Talmage

LEAD I (1981-83)

Ken Anderson, Lexington	Dick Helms, Arapahoe
David Anderson, Odell	Don Hutchens, Lincoln
Ron Bauer, Platte, SD	Roberta Janda, Friend
Randy Bruns, Cheyenne, WY	Mike Kane, Valparaiso
David Burkholder, Cozad	Milt Kennedy, Alliance
John Burkholder, Holdrege	Gary Klein, Grand Island
Bob Chilcoat, Jr., Stanton	Gary Kubicek, Hickman
Jeff Christensen, Kearney	Dick LeBlanc, Lincoln
John Claassen, Beatrice	Gerald Muller, Wakefield
Gerald Clausen, Bloomfield	Wade Nutzman, Nehawka
Steve Edwards, Kearney	John Scharf, Curtis
James Gocke, Des Moines, IA	Allen Sedivy, Valentine
Gary Goldberg, Kearney	Kathy Votaw-Dubs, Billings, MT
David Hanna, Lexington	Ted Wehrbein, Plattsmouth
Nancy Heidemann, Plymouth	