

**Initiative Fund Staff Development Grant  
FY 2009 Report  
Leadership Essentials**

Thirty (30) classified staff and one faculty member were nominated by their supervisors for the Leadership Essentials Program because they were identified as having leadership potential and initiative. Participants participated in two DiSC training sessions after being administered the DiSC survey. This was followed by two sessions dedicated to The Leadership Challenge, presentations that were based upon the book of the same name by Kouzes and Posner. All of those presentations were presented by Corporate Adventures of Jamestown, North Dakota. After these programs, there was a Bridge Program facilitated by the HR Director, Ed Choate to bridge the programs that had been presented with two programs based upon the Gallup Organization's Strengths Finder survey and book. Those two sessions were presented by Norma Smith through Northland Community Technical College. There are still two meetings to be held by the HR Director and Corporate Adventures to relate the things learned from those meetings and discuss how they can be implemented on a daily basis. There have been several problems to overcome in this program namely the rescheduling of programs around the University's and region's problems related to the flooding of the Red River of the North. These were overcome and the meetings provided these emerging leaders with a respite from the stresses of their usual jobs and allowed them positive reinforcement for their efforts. The participants in this program had little or no training in leadership skills prior to this program. The University has no leadership program and this was an attempt to establish one and give those most at need some basic support and knowledge on which to build. It is safe to say that this goal was accomplished.

So far we have taken several evaluations of the various programs as well as having had the opportunity to observe the participants during the sessions. Remaining will be an inquiry of the participants' supervisors to determine if any noticeable results were observed during the last year. There will also be a final evaluation given to all participants after the whole program is completed.

The University Bookstore helped with refreshments for a couple of meetings and the HR office also helped with refreshments for the meetings from other training funds that were available.

The initial budget was very accurate and savings on presenters and books were used to provide refreshments for meetings. Total costs amounted to more than the grant of \$5,000.

So far evaluations (all positive) have provided the following extra comments:

Very comfortable and easy to learn.

Allowed me to see how to communicate better with others.

It has changed the way I delegate work and interact with other supervisors.

I think it has taught me a lot about myself and where I want to go with my life.

Yeah! For communicating and understanding.

In addition to the applications to work it has been very informative re: my parenting and our family dynamics.

My relationship with one of my supervisors—I look at it differently now as I know where he is coming from and it helps me to know why he does some of the things he does.

Everyone can learn from this in working with others.

Information was easy to use right away—very practical.

Generally, good ways to live, work, learn, develop, etc.—solid information.

Providing the programs can show many of us that we can all be leaders.

If the program did not exist I would never had the time to learn these techniques.

The program has helped me to persevere in continuing to try to build a team, when it sometimes looks bleak and I am feeling alone.

Definitely have helped me learn more about myself and others I work with each day.

I am glad my supervisor encouraged me to do this.

Learning self-discipline and how to communicate better with others—learning more about your self.

Really liked today's session. Thanks Ed for pointing out Pres. Edna's example.

It's been educational and fun.

As a result of this feed-back we believe the program as been a great success!