

## Frequently Asked Questions & Answers

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### 4-H Pathways Leadership Institute

#### **1. What is the 4-H Pathways Leadership Institute?**

The 4-H Pathways Leadership Institute is the second phase of the 4-H Pathways initiative, a project of the ECOP 4-H Leadership Committee. 4-H Pathways is a core component of 4-H's goal to reach 10 million youth by 2025 by ensuring that the program reflects the diversity of the nation and embraces the kind of organizational change and innovation that will be required to succeed. The Institute is a customized, two-day, intensive leadership program designed to drive innovation and develop creative partnerships at the state level, equipping you with the tools needed to achieve the strategic change and growth of your 4-H and Extension programs in alignment with the broader goals of the University.

#### **2. Why should I apply to the Institute?**

You should apply to the institute if you are ready to take the next step toward strategic change for your institution and have the right leadership in place to do so. The Institute will provide thought leadership to guide you as you travel along the Pathways process and will offer you the space and time to dedicate to the important work of relationship-building as you develop your change management strategy to drive the growth and wellbeing of your 4-H and Extension programs, and support the broader goals of the University.

#### **3. Who will be asked to apply to the Institute?**

The ECOP 4-H Leadership Committee is interested in engaging three person teams that represent State 4-H leadership, Extension Leadership and Land-Grant University leadership to create the kind of dialogue and alignment needed to create sustainable change. The first Institute will consist of three person teams that represent the triad of leadership of 4-H, Extension, and the broader University such as a 4-H Program Leader or Assistant Program Leader, Director of Extension or other senior leader as designated by the Extension Director, and University President, Chancellor, Provost, or other senior member of the LGU.

#### **4. When is the application due and how many applicants will be accepted?**

Applications are due Friday, May 15<sup>th</sup>, and a maximum of six triad teams will be accepted to the Institute.

#### **5. What is the timeframe and format of the Institute?**

The Institute will take place on July 14<sup>th</sup> and July 15<sup>th</sup>, 2020 during working hours and is being hosted via an online platform designed to give as much of an in-person, collaborative feel as possible during this time of social distancing. The Institute will have a business school format, including case study discussion and small group work. Below is a condensed summary of activities, and additional specifics will be shared in early June:

**Tuesday, July 14<sup>th</sup>:** opening keynote speaker, triad teams share their value proposition and barriers to success; review/discuss Cases #1 and #2 with the Institute teachers; breakout time dedicated to triad working groups.

**Wednesday, July 15<sup>th</sup>:** review/discuss Cases #3 and #4 with the Institute teachers; breakout time dedicated to triad working groups; triad teams present their plans; final discussion/evaluation.

#### **6. Do I need to prepare anything in advance of the Institute?**

In addition to providing biographies for each attendee, we do ask that each team submit a one-page "Impact Report" for your program that includes the number of people reached, budgetary status, number of FTEs and volunteers, etc. to showcase how your program has evolved over a 10-year period. A template will be provided for this in early June.

We also ask that you meet with your triad in advance of the Institute to identify your team's value proposition and barriers to growth (2-3 sentences maximum). Each team will share their problem statement with the group at the start of the Institute.

#### **7. How is the Institute different from other change management interventions?**

Contrary to other interventions that may have promised a "silver bullet" solution to your program's issues, the Institute is centered on the relationship of the triad and on what each member is willing to contribute to the development and implementation of the plan. In short, you will only get out of the Institute what you put into the Institute. The Institute will provide guiding questions and case studies for intervention but will not provide the answers. The answers will be developed organically through your triad team working groups and will be presented for peer review. The Institute will also support your progress after the close of the session by facilitating forums for participants to continue to share key learnings, identify common roadblocks, and discuss course corrections as you make your way along the Pathways process.

#### **8. How much does it cost and what types of payment are accepted?**

The Institute costs \$200 per person (\$600 per triad) to cover the costs associated with facilitating a quality Institute and wholistic Pathways process. Credit card or check are both acceptable forms of payment, and additional payment instructions will be sent to accepted applicants in early June.