



The Leader in You!

**Indiana Association of Soil &
Water Conservation Districts**

January 11, 2010

Who can be a leader?

A decorative graphic on the left side of the slide. It consists of a light purple square at the top, a teal square below it, and a horizontal teal line extending across the width of the slide. A vertical teal line intersects the horizontal line and the squares.

Anyone!



Activity

- Index card
- Name
- On one side – Write down the one thing you want to accomplish as a District Supervisor
- On the other side - Write down a 2 or 3 personal or professional, etc leadership positions/activities



Leadership Motivation

- Question to ask “What do you want to accomplish as a District Supervisor”?
- Recruitment, active involvement, retention, satisfaction all depend on motivation



Things You Want to Accomplish

- Sharing the one thing you want to accomplish as a Conservation District Supervisor



A Volunteer?

- Volunteeror.....
- A public official of a government entity



District Function

- To take available technical, financial, educational resources, whatever their source, and focus or coordinate them, so they meet the needs of the local land user, for conservation of soil, water and related resources.



A Leadership Formula

$$(V + P) * H = HQL$$

*(Vision + Partners) * Heart = High Quality
Leadership*



LEADERSHIP

A leader ... is a person who marshals the people, capital, and intellectual resources of the organization to move it in the right direction.

(Nanus and Dobbs, 1999)



10 Steps to Effective Leadership

- Work from Executive Monthly, CCI/USA



Leading isn't Managing

- *Managers manage things, leaders lead people*


Characteristics of Leadership and Management





“Leadership Pill” by Blanchard

- Leadership is Not Something You Do *to* People, It’s Something You Do *with* Them
 - “Leadership Pill”: The Missing Ingredient in Motivating People Today by Kenneth H. Blanchard




Leaders Have a Sense of Purpose

- *They focus on achieving goals*
- *Strong Leaders*
 - *Visionary/Change*
 - *Imagination*
 - *Long-Term Focus*



Leaders Have Courage

- *Their decisions aren't always popular*
- *Everyone is a leader (if they want to be) by virtue of their position to:*
 - Make decisions
 - Influence decisions



**“Leadership is the only ship
that doesn’t pull into a safe
port in a storm.”**

(anonymous)



Leaders are Forceful

- *They clearly express their viewpoint*



Leaders are Consistent

- *Their consistency inspires trust and confidence*
- *Values*



Values

- “A leader’s role is to harness the social forces in the organization, to shape and guide values.” (Chester Barnard, past president, New Jersey Bell)
- “The institutional leader is primarily an expert in the promotion and protection of values.” (Philip Selznick, Leadership and Administration)



Trust

- The value that determines the value of a leader.



Leaders are Truthful

- *They tell the truth even when it hurts*
- *Easy to repeat the truth – never changes*
- *Integrity*




Integrity

- Leading with integrity means being the person you want others to be.
- Trust is what happens when values and behaviors match up.
- People are more apt to trust and respect you when what you say and what you do are one and the same.
 - Leadership Pill: by Kenneth H. Blanchard



Leaders Don't Try to "Do It All"

- *They concentrate on a few "big themes"*




**In this world the one thing
supremely worth having is
the opportunity to do well
and worthily a piece of work
of vital consequence to the
welfare of mankind.**

Theodore Roosevelt



Leaders Accept Others' Ideas

- *Ideas don't have to be original with them*
- The Key to effective leadership is the relationship you build with your team
- Sharing the "Big Picture" puts everyone on the same page
- It is easier to get up the hill when you climb it together
 - Leadership Pill: by Kenneth H. Blanchard



“True leadership must be for the benefit of the followers, not for the enrichment of the leaders. In combat, officers eat last.”

(anonymous)



Leaders are Made, Not Born

- *Leadership stems from experience*
- *Take on leadership role*
- *Practice, practice, practice!!!*

- “People will think for themselves when you quit doing it for them”
 - Leadership Pill: by Kenneth H. Blanchard




Leaders are Surrounded by Achievers

- *They are energized by quality people*
- *By hiring, coordinating, communicating, managing, compensating well*
- “Leadership is the process of getting everyone to the place they are supposed to go”
- “The highest achievement as a leader is winning the respect and trust of your team”
 - Leadership Pill: by Kenneth H. Blanchard



**“I am easily satisfied with the
very best.”**

Winston Churchill



“The leader for today and the future will be focused on how to be – how to develop quality, character mind-set, values, principles, and courage.”

Francis Hesselbein



Board Member Toolkit

- *Always show up*
- *What's your leadership legacy?*
- *Get an early start on board materials*
- *Look forward, not back*
- *Continually review mission, vision, and plan*
- *Strategic thinking is a special responsibility*



Board Member Toolkit

- *Talk to new members*
- *Bring in a member - it sets the needed example*
- *Have your calendar with you*
- *Understand the plan for crises*
- *Figure out a filing system*
- *Board work doesn't take a holiday*



Board Member Toolkit

- *Disagree at the board meeting, but present a united front*
- *Ask for staff research help early*
- *Rapid turnover of executives costs time and money*
- *Deal with the name game now*
- *Tune in to leading indicators*
- *Grow room for members*
- *Agree on what constitutes success*



Board Member Toolkit

- *Achievement flows from the team to the top*
- *Resist the temptation to micromanage*
- *Bottom line: Money really matters*
- *Be mindful of other people's time as well as your own*
- *Ask for great volunteers*
- *Effect a wonderful transition*

From Association Management Jan. 2002



Indiana Leadership Institute

- Indiana Leadership Institute
- Geared towards SWCD supervisors and primary staff



Leadership Resources

- Shelves and shelves at bookstores
- 8,683 books at Amazon.com
- Specialty stores like Franklin Covey
- Workshops and seminars

In the mirror and around the table!!!!



Board Works by Ledgerwood

Ray Ledgerwood

Owner

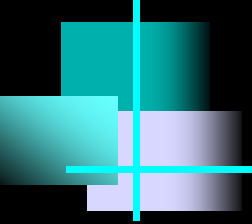
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Indiana Association of Soil & Water Conservation Districts
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Utilizing Your “Conservation District Law”



Indiana Code 14-32

SOIL AND WATER CONSERVATION

- A district constitutes a governmental subdivision of the state and a public body corporate and politic exercising public powers.

Powers & Duties of Districts



- Soil Erosion & Water Runoff Projects
- Structures
- Agreements & Financial or Other Aid
- Real or Personal Property
- Materials, Equipment for Land Occupiers
- Comprehensive Plans
- Administer Projects
- Manage Projects
- Accept Donations, Contributions

Powers & Duties of Districts



- Sue or be sued
- Perpetual Succession
- Contracts
- Rules & Regulations
- Occupier of Land Services, Contributions
- Cooperate with State
- Serve a Management Agency
- Landfills



May NOTs

- Eminent Domain
- Incur Indebtedness
- Issue Bonds
- Contributions by Exactions or Persuasions
- Engage in Marketing Farm Products, Buy & Sell Farm Supplies (other than conservation)
- Engage in Agricultural Research or Extension Teaching (unless with Purdue)



Examples