

Title of Project: Local Leadership Institute

Primary Contact: Cameron S. Lowe

Title: County Extension Director

County: Currituck

District: Northeast

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Names, titles/ positions of other team members:

Josh Bass, President, Currituck Chamber of Commerce

Ben Woody, Currituck County Planning Director

Dan Scanlon, Currituck County Manager

1. Title of Project: Local Leadership Institute

2. Brief abstract:

In a small, rural county resources and funds for staff development are not readily available or easily accessible. This program will develop a local leadership institute which will impart leadership skills to small business professionals and community influencers. As part of the leadership institute, the County Extension Director will seek certification to administer the Myers Briggs Type Indicator instrument. Once certified the county director will work with the staff of the county planning department, the local chamber of commerce and other county departments to offer staff development training and implement the local leadership institute.

3. Detailed demonstration of program relevance, need and/or importance, program description/ plan of work (maximum of 300 words)

In urban centers there are multiple resources for staff development and enhancing leadership skills. Many urban areas have leadership institutes and mentoring programs. In small, rural counties these resources are needed yet often difficult to obtain. County governments consistently call on Cooperative Extension to provide staff development for county employees. Business leaders spend countless dollars traveling to urban areas and conferences to obtain training that could easily be offered locally.

This program will begin with MBTI certification for the County Extension Director. Once certified, the County Extension Director, County Planning Director, Chamber President and other partners will work together to initiate a local leadership institute. This institute will benefit county employees, small business leaders and other community leaders.

4. Major Outcome(s) and evaluation plan (including the state long range plan indicators):

At the conclusion of this program, 10 leaders will be certified as the inaugural class of the local leadership institute. These leaders will subsequently serve as mentors for future institute participants following a train the trainer model. Further, the County Extension Director will be better able to conduct county staff development as well as staff development for other Extension professionals.

Evaluations will be conducted that measure the number of participants reporting a desire to work collaboratively with government and others to create community change; the number of participants developing skills in leading community planning and change; and the number of participants acquiring knowledge of strategies that enhance organizational leadership and governance including non-profit boards and other collaborative groups.

Long term outcomes should include more effective grassroots community organizations; more organizations and communities able to develop and implement plans or strategies that positively impact their communities; more participants actively engaged in community

organizational development; and increased capacity for and involvement in civic engagement.

5. How the project will be a model for other counties and/or result in a training workshop at the 2014 CRD Statewide training?

Creating a leadership institute model of community development and leadership training will be an outstanding model for small, rural communities lacking resources for leadership development normally found in urban centers. Curriculum and processes developed and utilized could be shared statewide.

6. Please describe how the project will coordinate and enhance partnerships with other team members, agents, community leaders, and specialists.

This project will greatly enhance existing partnerships with county government and local businesses by increasing the already broad skill set and resources Cooperative Extension brings to the table in rural counties. The training will increase the value of services we offer, positively impact our rural communities and enhance quality of life for our residents.

7. Budget for funds:

MBTI certification and travel: \$1800

Facilitation materials and supplies for use with the Leadership Institute: \$700