



Western Extension Leadership Development

October 15, 2008

Dear Western Extension Directors:

During your July 2008 meeting, the Western Extension Directors agreed to support leadership development for our Western Region Extension faculty and staff in the Western Extension Leadership Development (WELD) Program. The WELD Program, which began with WELD I in 2000, provides a two-year program requiring a strong commitment and follow-through on the part of program participants. This letter is a request to encourage your state's participation in the upcoming WELD V Program.

As Chair and on behalf of the WELD V Planning Committee, we request applications you wish to advance to the WELD V Planning Committee be postmarked (or emailed with scanned signature pages) by November 21, 2008. Allowing time for you to review and pick applicants for your state, we suggest that as State Extension Director, you would need applications from interested faculty and staff by November 10, 2008.

The WELD Program coaches and assists participants to learn and apply leadership skills. Specific objectives include:

- Participants will develop awareness and appreciation of their own and others' leadership styles and learn to apply appropriate techniques in working with diverse individuals.
- Participants will develop skills and enable themselves and others to develop, articulate, and implement organization/group direction.
- Participants will enable the organization/group to effectively implement planned change.
- Participants will develop skills to enable others to work together effectively.

The WELD V Program will contain four sequential learning experiences:

- A self-analysis activity and leadership inventory exercise called Human Patterns illustrates the dimensions of organizational leadership and the roles played by all of its members. Participants will begin thinking about elements of a personal plan for developing leadership skills. Pre-assessments will begin in early 2009.
- An active WELD V Seminar 1 will be held March 30 – April 3, 2009, in Denver, Colorado. The seminar will include: discussion and application of leadership inventory work, articulating vision and defining direction, motivating others to take action and facilitating change, working together through teams, effective communication, and initiation of an individual innovative project, working with a mentor, for skill application.
- WELD V Seminar 2 will be held in June 2010 at a location to be announced. During Seminar 2, WELD participants present their innovative projects to the entire group, including the WELD V Planning Committee.

- During the WELD V Seminar 2, continued training sessions will be planned encompassing such topical areas as empowered leadership, essential facilitation skills, ethical decision making, conflict management, and other topics as identified as useful by the WELD V participants themselves.

Directors agreed to support at least one and hopefully two or more participants per state in the upcoming WELD V two-year program. The fee of \$1,400 per participant includes registration for the WELD V Program, pre-seminar activities, seminar leadership activities and presentations, communication, and all follow-up materials and resources. This fee does not include travel to seminars 1 and 2, lodging, and a few meals. Additionally, because of planning and budgetary considerations for the WELD V Program, **this fee is non-refundable once an individual begins the program.** However, states may substitute intern participants providing the Human Patterns instrument can be administered prior to Seminar 1. Once applications are accepted by the WELD V Planning Committee, each state will be invoiced for the fee of \$1400 per participant.

We request your assistance in identifying your state's WELD V participants and encouraging their involvement in order to promote leadership development in Extension in the Western United States. We also encourage you to consider application by both County Extension Faculty and Extension Specialists from your state since this mixed involvement enriches WELD participants' discussions and interactions. A WELD V informational flyer and application are attached.

We suggest applications be due to you, the State Extension Director, by November 10, 2008. Applications you wish to advance to the WELD V Planning Committee need to be postmarked by November 21, 2008, and mailed (or emailed with scanned signature pages) to:

Doug Stienbarger, Chair
 WELD V Planning Committee
 Washington State University Clark County Extension
 11104 NE 149th Street, C-100
 Brush Prairie, WA 98606-9565
 stiendm@wsu.edu

If you have any further questions about the WELD V Program, please feel free to contact Doug Stienbarger at 360-397-6060 X7716 or by e-mail at stiendm@wsu.edu or contact your state's representative on the WELD V Planning Committee (see informational flyer).

On behalf of the WELD V planning committee, I extend our appreciation for your support of the Western Extension Leadership Development Program and we look forward to your state's involvement in the WELD V Program.

Sincerely,



Douglas M. Stienbarger, Chair
 WELD V Planning Committee