

Comparison of ESCOP and ECOP Leadership Programs

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ESCOP/ECOP & NELD PROGRAM DIFFERENCES AND COMMON GROUND

Objectives

ESCOP/ACOP

- Develop rapport with the Director (ESCOP) an appreciation and understanding of the organization and function of the Experimental Station and academic programs office
- Develop an understanding of the function and role of the decision makers on the typical Land-Grant University campus
- Gain knowledge and appreciation of middle management of the University
- Gain knowledge and perspective of the Station's involvement in regional research
- Develop an understanding and perspective of the roles of support units

optional

- Review history of the Land Grant university system
- Develop appreciation and understanding of the branch station or outlining units of the main Agricultural Experiment Station
- Establish liaison with legislative leaders
- Become knowledgeable of Agricultural Advisory and support groups
- Interact with State Agribusiness
- Become familiar with International Programs in Agriculture

NELD

- to provide leaders and administrators with the vision, courage and tools to deal with the rapidly changing social, political, economic and environmental climate
- to enhance the pool of executive leaders available to the cooperative extension system
- to inspire greater support, collaboration and priority for the extension function among top administrative leaders of the total Land-Grant university system
- to help current and future leaders examine cooperative extension's organizational, discipline and programming structures so that future programs, resources, and methods are designed to meet new and emerging needs

Curriculum Activities

ESCOP/ACOP

NELD

Phase I

topics include:

- principles of leadership
- communications
- personal assessment (SYMLOG)
- group dynamics and planning
- managing conflict
- team building
- leadership styles
- decision making
- strategic thinking and planning
- health, fitness and assessment

Phase II

- development of program plans
 - director/participant conference
 - plan and schedule participants role in the station director's office
 - list special assignments
- Core objectives
- Optional activities
- Special local activities
- Activity report with significant findings

Phase III

- Washington, DC experience
 - Review of Phase II activities
 - Research and education issues in the 21st century
 - View from capital hill staffers
 - Visit with congressional delegation members

Intern Seminars

- developing a personal foundation for next age leadership
 - examining the fundamental nature of contemporary change as it relates to Interns' life experiences and the literature
 - developing a personal leadership credo based on the individual's values and beliefs, and reflecting upon the credo through the use of paradox, metaphors, and personal models
 - experiencing shared leadership and group empowerment
- Strengthening diversity through pluralism
 - by studying past and contemporary theories relating to diversity and pluralism
 - by reflecting upon Interns' individual diversity, and how that diversity strengthens the NELD Intern group
 - by experiencing first-hand a sub-culture different from their own, representing a broad spectrum of individual diversity
 - by challenging Interns to reflect upon and apply issues of diversity and pluralism to their respective communities/organizations
- Organizational change and renewal
 - by studying and reviewing models and concepts related to organizational change and renewal
 - by reflecting on Interns' individual relationships with change and how that change is manifested in an organizational context
 - by challenging Interns to explore and apply strategies to facilitate change in their respective communities/organizations
- Linking individual leadership to organizational and societal change
 - by studying change in a foreign society through history
 - by exploring fundamental changes in a foreign society's governmental, religious, educational, and artistic institutions
 - by observing and experiencing fundamental changes in a foreign society's industry, agriculture, social service organizations, and families; and by sharing/teaching basic

concepts of leadership in an organizational setting

Curriculum Activities cont.

ESCOP/ACOP

NELD

- traditional culture and emerging issues facing people in a foreign country, through active dialogue with their current and emerging foreign leaders
- Individualized learning plan

New Director/Administrator Workshops

- A personal foundation for next age leadership
- Next age leadership into action

Directors/Administrators Workshops

- Exploring; understanding and applying next age leadership
- Advanced understanding and application of change as a constant in personal and organizational life

System activities

- Satellite programs
- Newsletters
- Workshops in regions
- Workshops with states
- Workshops with extension organizations

ESCOP/ACOP

NELD

External Experience

Washington experience

community diversity
experience
international experience (s)

Report/Evaluation

not yet

1 page summaries
“the NELD Stories”
periodic surveys of impacts

Administrators of program

Associates contracted

A selected Land-Grant University
Currently Ohio State (1.5 FTEs)

Oversight of program

ESCOP/ACOP committee
3 (3 year terms)
3 appointed by ESCOP
3 appointed by ACOP
3 previous participants

Advisory Committee (3 year terms)
4 appointments by regional directors
1 by ECOP
1 by ESCOP/ACOP
1 by PODC
1 by 1890
Administrators
1 by USDA
1 by ALE
1 Private sector
2 former interns

Business conducted by teleconference

Business conducted by teleconferences and
with 2 meetings a year in conjunction with
“class meetings”

Costs are in-kind by institution of committee
member

Costs are in-kind by institution of committee
member

Cost/participation

\$1500

\$5000 for each of two years

none

Institutional assessment

variable \$ in direct support by institution (e.g. Washington, DC experience as well as special assignments and intern experiences

Number of participants in each class

75

Program duration

1 year

Number of seminars

2

Participating organizations

1862/1890
Research/Instruction/Extension
AG
HE/Vet/FOR

Selection

at campus level

Emphasis

AG/Campus responsibilities

Regional programs

no

Other related program initiatives

Gov/Business

\$500 to \$5000 (pays for intern program leadership plus other system support e.g. Director's/Administrator's Workshops, Satellite programs, newsletters, workshops in states and regions)

by National Committee after nomination by Director of Extension (includes video tape interview)

25

broad view of leadership in the Land-Grant system

2 years

yes, also some state programs

4

1862/1890/external
Research/Instruction/Extension
AG/HE/Exp Sta/

programs for new extension directors, current extension directors, satellite programs for the system

Conclusions

The programs are both very viable for achieving their intended outcomes. The ESCOP/ACOP program focuses on preparing individuals for management positions in agriculture within the College/Department of Agriculture. The NELD program focuses on providing leadership skills, from wherever they are in the organization, to transition the organization(s) (system) into the future.

With this in mind it is recommended that both programs be supported and that:

- We market both programs as ways to meet the needs of the organization(s) and individual (s) in Instruction, Research and Extension
- We encourage a mix of participation in both programs
- Every effort should be made to do some joint efforts when appropriate e.g. where there is overlap, where each should know about the other program, where a satellite program could be put into a larger context, etc.