

PODC-PLC-SPC Joint Meeting
May 14,1997

WORKFORCE PREPARATION BREAKOUT GROUP

Issues:

1. Building organizational capacity to collaborate
2. Development of current staff to respond to educational needs of this subject and this clientele group
3. Hiring strategies for bringing in new expertise
 - a) responsive, efficient hiring practices
 - b) recruiting and hiring new backgrounds
 - c) non-paid staff
 - d) outsourcing
 - e) temporary staffing strategies
 - f) policies that support staffing for dynamic issues
4. Business policies for timely response to emerging issues
 - a) contracts
 - b) grants
 - c) gifts
 - d) etc.
5. Job development for target groups within Cooperative Extension
 - a) prepare them to work for Cooperative Extension
 - b) provide service opportunities that may qualify current welfare recipients to continue to receive assistance after cut-off time for getting a job
 - "public work" emphasis
6. Organizational culture shift
 - a) less centralized control to permit more rapid response
 - need rapid response, learning organization
 - deal with fact that in organizational structure to respond more quickly, not everyone will know about and be involved in making every decision (as is often the expectation right now)
 - b) organizational emphasis upon developing sustainability (within any issue)

Proposal -- Establish a joint PODC-PLC-SPC work group to look at a "new way of doing business".
(Pat Ganter and Ruth Allen, PLC members, are very interested)

- give ourselves permission to throw out the old rules (while recognizing what we already do well)
- involve real people who are already working in comparable arenas -- within and outside of Cooperative Extension
- great opportunity to build new support base (previously unemployed becoming employed taxpaying citizens)
- the new structure would model the organizational concepts we're talking about (client-centered, rapid response, learning organizational, proactive, both/and not either/or)
- an opportunity to re-design a structure with shared leadership
- must be ready to hear what we may not want to hear and not shoot the messenger
- build in opportunities for ideas that are generated to be heard by people who count (recognition)

- utilize leadership development groups like NELD as "think-tanks" to identify emerging issues we need to move one -- let them report to people who can really make something happen with the ideas