

# Natural Resources and Environmental Issues

---

Volume 11 *Abstract Proceedings of the Galaxy II  
Conference*

Article 16

---

1-1-2004

## Leadership - Mentor / Teach

Follow this and additional works at: <http://digitalcommons.usu.edu/nrei>

---

### Recommended Citation

(2004) "Leadership - Mentor / Teach," *Natural Resources and Environmental Issues*: Vol. 11, Article 16.  
Available at: <http://digitalcommons.usu.edu/nrei/vol11/iss1/16>

This Article is brought to you for free and open access by the Quinney Natural Resources Research Library, S.J. and Jessie E. at DigitalCommons@USU. It has been accepted for inclusion in Natural Resources and Environmental Issues by an authorized administrator of DigitalCommons@USU. For more information, please contact [becky.thoms@usu.edu](mailto:becky.thoms@usu.edu).



## WILL THE MEETING COME TO ORDER! USING "4-H GAVEL GAMES" TO TEACH PARLIAMENTARY PROCEDURE

Kirk A. Astroth, Ed.D.\*

### ABSTRACT:

Looking for a fun, fast-paced method to teach parliamentary procedure to youth of all ages? Then Gavel Games may be just the thing for you. In this session, you will actively participate in a Gavel Games competition following the contest guidelines and format developed in Montana for youth of various age groups. During this session, you will receive a copy of the Montana Gavel Games handbook, complete with all the guidelines, handouts, score sheets and parliamentary tips--even a sample written test (which is part of the contest). Come find out about a fun and educational way to teach young people how to conduct organized meetings using the oldest format in democratic society--parliamentary procedure.

\*Extension Specialist, 4-H Youth Development, 4-H Center for Youth Development,  
Montana State University, Bozeman, MT  
Email: [kastroth@montana.edu](mailto:kastroth@montana.edu)

## ISU EXTENSION MENTORING – LIGHTING THE PATH

Donna K. Donald\*, Lois Hunt and Mary Crooks

### ABSTRACT:

New Extension professionals bring a variety of skills, education and experiences to positions within Iowa State University Extension. In a short time they are expected to address specific as well as general issues within the parameters of Extension's mission. Accomplishment of this mission not only requires a competent staff but necessitates an aggressive approach to acclimate new staff and assist current staff making transitions in realizing their potential. The ISU Extension administrative team recognized this need and appointed a committee of six Extension professionals to create a mentoring program which would complement the established orientation program. The committee spent two years researching existing mentoring programs and creating a mentoring structure that fit the uniqueness of Extension. ISU Extension Mentoring - Lighting the Path - made its debut in fall 2002. Following program promotion, individuals applied to be mentors. The committee selected 30 mentors and provided training. The program advisor made the initial mentor/mentee assignments in December 2002. Assignments continue as new professionals are hired. Mentors participate in an ongoing training schedule. Anticipated impact from the mentoring program is to: reduce non-retiree turnover resulting in monetary savings; increase level of job satisfaction for mentors and mentees; impact work attitudes of mentors and mentees in a positive manner; and increase involvement of mentees in Extension committees and professional organizations.

\*Field Specialist/Family Life, Leon, IA  
Email: [ddonald@iastate.edu](mailto:ddonald@iastate.edu)

## DYNAMIC MENTORING STRATEGIES FOR ALL AGES

Patricia Fairchild Ed.D.\*, Diane Vigna, Ph.D., Kim Bearn, M.S., Lee Sherry, M.S. and Crystal Fangmeier, B.S.

### ABSTRACT:

As a part of Nebraska's celebration of the 4-H Centennial, Nebraska 4-H instituted a year-long process to determine what 4-H could do to improve life for young people. To meet the desires of 21st Century youth, a dialogue was conducted involving more than 2,000 youth and adults throughout the state. Over and over youth said they wanted to learn and grow alongside caring adults and to make a difference in their communities and in the lives of others. Nebraska 4-H subsequently created a plan for future programming. One theme is to "create and encourage inter-generational mentoring programs that provide opportunities for youth and adults to learn from one another." In an effort to capitalize on the valuable role adults can play in the lives of young people and to encourage adults to establish more meaningful symbiotic relationships with youth, Nebraska 4-H will form a mentoring program for youth and older adults and will create a positive atmosphere for inter-generational interaction. To do this, Nebraska will (1) become more involved in research to further explore youth/adult relationships; (2) develop a curriculum designed to help young people learn more about aging adults; (3) design "youth awareness" activities in which older adults can learn more about 21st century young people; and (4) provide programs where youth and adults can work as partners to strengthen their life skills. This poster session will provide examples of how inter-generation program planning is being enthusiastically implemented in Nebraska.

\*University of Nebraska, 4-H Program, Lincoln, NE

## LEADING WITH WISDOM

William A. Guillory Ph.D.\*

### ABSTRACT:

This is a challenging, in-depth seminar that explores the knowledge and skills necessary to lead effectively in the 21st century. These include (1) A determination of your "dominant leadership style" and its effectiveness in leading change; (2) Your ability to resolve personal barriers to exceptional performance and coach others through a similar process, and (3) Your mastery of the "skill of wisdom" in managing today's 24/7 world of work. The mastery of each of these skills begins with personal introspection and is subsequently expressed in your unique style in leading and working with others. The seminar is highly experiential, hands-on, and fun. The overall objectives of the seminar are to (1) experience why leading in the 21st century requires the ability to manage a spectrum of competencies and styles; (2) Learn how to resolve self-limitations in a leadership role and coach others through a similar process; (3) Learn how to use work-life conflict and challenges as opportunities for learning and leading with wisdom.

\*CEO & President, Innovations International, Inc., Salt Lake, UT  
Email: [heidiadams@qwest.net](mailto:heidiadams@qwest.net)

## FROM CHARACTER TO APPLIED ETHICS EDUCATION: AN EXTENSION PROFESSIONAL JOURNEY

Carla Kidwell\* and Mark Russell

### ABSTRACT:

When in our history has character and ethics been more in the news than it is today? Extension educators deliver many character programs to elementary children and youth groups, yet it is clear we have much to do (Josephson Institute, 2002). Numerous employer surveys (Russell, 2000) and workforce competency studies (SCANS) have emphasized how important character (values, morals, honesty, integrity, etc) is for successful employment. We will share impacts of effective in-school character education programs. It is important that educational professionals understand that character is only one dimension of ethics. Ethical behavior is the best way to introduce ethical decision-making to extension staff and help clientele understand that ethical perspectives are often the source of conflict in groups. Ethics is the way we frame decisions including right vs. wrong "ethical temptations" and right vs. right "ethical dilemmas" (Kidder, 1995). We evaluate the consequences of behavior based on technology, law and policy, and customs and norms of society (Thompson, 2002). We will share examples of how ethics and leadership have been applied within two university courses and professional development modules. We will lead discussion of how seminar participants can provide a background in applied ethics and leadership skills needed in framing discussion of contemporary issues. Blending character and ethics education makes an excellent interdisciplinary program as it cuts across all subject-matter areas. To be professionals in this educational field, all extension staff should understand and be able to apply the philosophy of ethics when facilitating group decision making.

\*Extension Educator, 4-H/Youth Development, Purdue Cooperative Extension,  
Warrick County Courthouse, Booneville, IN  
Email: [carla.kidwell@ces.purdue.edu](mailto:carla.kidwell@ces.purdue.edu)

## DESIGNING A WAY FORWARD...AN EXERCISE IN PARALLEL THINKING

Mary M. Martin\*

### ABSTRACT:

Continual change and transition are facts of life. It is tempting to find a "quick-fix" to problems facing our busy lives. We base our thinking on our past experiences, intuition or emotion rather than taking time to think through the issue. Many of us are excellent at defending our positions in committee meetings, others listen quietly not quite sure how to be heard. Natural, undisciplined thinking can lead us to accept something as true, simply because it occurred to us. This workshop is designed to encourage participants to think about one's thinking. Consciously evaluating one's thoughts is what makes up critical thinking. Learn how we can allow for decisions that take into account all of the talents and differences of those around us? Recognizing that none of us are as smart as all of us. The workshop exposes groups to thinking techniques that allow for inclusion of the whole and a way to design a way forward. There becomes no need to show off one's brilliance, play games or come up with the great argument.

\*University Extension Educator, University of Wyoming Cooperative Extension

## NEAFCS CHALLENGES YOU TO GET INVOLVED!

Virginia Romero-Caron\* and NEAFCS Past and Present Board Members

### ABSTRACT:

A panel of National Extension Association of Family and Consumer Sciences (NEAFCS) past and present board members will discuss exciting opportunities to become involved in the Association. Leadership strategies will be explored. NEAFCS members will examine the mission, vision, values, strengths and weakness, member expectations and issues that are vital to the educator in the Association. This session is sponsored by the NEAFCS Membership, Leadership and Life Members Task Force.

\*NEAFCS Task Force Chair Membership, Leadership and Life Members, Rock Springs, WY

Email: [vromero@uwyo.edu](mailto:vromero@uwyo.edu)

## MENTORING—EXCEEDING EXPECTATIONS THROUGH PROFESSIONAL MENTORING

Rita Natale Saathoff\*

### ABSTRACT:

From Homer's *Odyssey* and King Arthur's Merlin to contemporary programs such as Big Brothers/Big Sisters, mentoring dates back to ancient times, and yet still has a place in today's world. With new initiatives, budget cuts and reduced staffing, many Extension professionals are being asked to expand their roles with little support or training. Whether a formal program or on informal basis, mentoring stretches limited resources for training, while providing the personal support often lacking in today's fast-paced world. A mentor provides insight into organizational culture, values and traditions which is often just as valuable as information received through formal training. This socialization into the organization, along with one-to-one personal support provided by the mentor, helps employees keep things in perspective by providing a comfortable and safe environment for sharing new ideas, thoughts and concerns. This seminar is designed for anyone interested in professional mentoring, whether for you as an individual or as an organizational strategy for local, regional or statewide Extension staff development. Through presentation and discussion, participants in this session will (1) become familiar with the mentoring relationship, (2) be introduced to an interdisciplinary model for mentoring Extension professionals which has been used successfully for over 10 years in New Jersey, (3) discover the benefits of mentoring programs to new and seasoned Extension professionals and Extension as a whole, and (4) take home tools for use in a mentoring program for Extension professionals.

\*Rutgers University, Mays Landing, New Jersey