



## Brookfield Area Growth Partnership

*A Team Approach to Home Town Development*

### *Leadership Development Academy* *“Growing New Leaders”*



Eight years ago Brookfield launched a comprehensive plan for community development using the frameworks of Hometown Competitiveness...one of the “pillars” in that plan being Leadership. The goal of the Leadership Task Force, which “oversees” the Academy, is an ongoing one—“to identify, recruit, train and encourage new leaders by providing them with the necessary leadership skills to improve and sustain our community”.

Working steadfastly toward this objective, the Task Force has assessed and surveyed leadership strengths and weaknesses using a leadership capacity questionnaire and personal interviews with established leaders. The goal was always to create a “uniquely Linn County” leadership program. We are proud to report that, as of March 2013, 102 graduates have gone through the program and received their Certificate of Completion from the Leadership Academy in seven years.

Among the participants in the Leadership Academy you will find high school youth, young adults, teachers and administrators, city officials, businesspeople, homemakers, concerned citizens and seniors. Ages of participants range from 16 to 75—so everyone is welcome! Topics span from the personal (Know Brookfield, Know Others, Know Yourself) to the professional (Managing Conflict and Change, Visioning for the Future). From these classes of dedicated individuals, several new boards and/or organizations have been served. All participants leave having a deeper appreciation and knowledge of their hometown and area. At the ceremony in March, each participant is asked to invite a potential Leadership Program candidate. At the end of the dinner, after having listened to each “graduate” reflect on what he/she has learned during the six months of training, many of those potential candidates sign up for the next Academy (which begins in September), thus fulfilling the goal of “creating a continuous crop of leaders”.

Motivational speaker and college professor, Dr. Tim Crowley—who presents three of the ten sessions—gently reminds the leadership development students of their inter-connectedness and the fact they could only come to fully comprehend themselves by understanding those around them. “We can best fulfill our obsession with wanting to be understood by understanding others, by listening rather than waiting to talk,” explains the professor and therapist.



While visioning the way they would like their community to look is indeed an invaluable task for the Leadership students, they also learn the most important visioning they can do involves gaining insight into their own motives and behavior. That insight is gained in one-on-one interactions... and from those interactions and conversations arise a sense of community and its needs.

**For more information about the Leadership Development Academy, please contact the Brookfield Area Growth Partnership office at (660) 258 7278.**



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## **Brookfield Leadership Development Program Curriculum/Course Outline Sessions begin in September with Graduation in March**

### **September**

#### **Session 1. Know Brookfield—Brookfield by Bus/Dinner Included**

**(3:00 p.m.-8:00 p.m.)**

**Presenter: Bill Thudium**

Being a great leader starts with knowing your environment. We will kick off the leadership program with an awareness-building session about Brookfield. We will be learning about businesses, government and key organizations in our fine community through a "Brookfield by Bus" Tour. We will also be learning about the rich history of Brookfield and major changes that have taken place in our community while exploring this community's strengths or "assets".

***The balance of sessions will be held at the Brookfield Area Career Center Conference Room – located in Brookfield High School – every other Wednesday evening for ten classes.***

***Time: 5:30 P.M. to 8:00 P.M. and will include a meal.***

### **September**

#### **Session 2: Know Others, Know Yourself**

**Presenter: Dr. Tim Crowley—Northwest Missouri State University Professor**

Dr. Tim Crowley is a gifted storyteller who captivates young and old alike. Audiences love his sense of humor, insights, and ability to make them laugh, think and then take action. He is a Keynote Speaker, Corporate Trainer and Author who speaks throughout the US and abroad. Dr. Tim holds a doctoral degree in Psychology with an emphasis in Stress Management and Peak Performance. He trained extensively at the world famous Menninger Clinic and has taught at the university level. Both his formal and informal education and life experiences have led him to do what he does best... teach inspire and guide organizations and individuals to attain their peak performance while realizing their dreams, goals and aspirations.

### **October**

#### **Session 3: Know Your Community**

**Presenter: Becky Cleveland – BAGP Executive Director**

Since 2005, Brookfield has focused on a strategy for rural community development, which puts an emphasis on Leadership Development, Youth Empowerment and Attraction, Entrepreneurship/Small Business Development and Charitable Giving (Philanthropy). In this session the class will examine these four areas and learn how we can improve the future and sustainability of our town. Becky has presented our story to a number of communities in Missouri, at state conferences, and has even taken our story to workshops in other states.

### **October**

#### **Session 4: Running for Political Office**

**Presenter: Panel of Representatives from City Council, School Board, County and State Government**

Running and serving in a public capacity is a very rewarding experience but can also be a daunting proposition for some. We will break it down to the basics. This session will build your confidence by learning how to effectively campaign for public office. We will also identify and review the basic skills and general qualifications needed for public office...like parliamentary procedures and facilitating open meetings. We will also explore what motivates leaders to serve in public capacities.

### **November**

#### **Session 5: Communication/Managing Conflict and Change (This title is subject to change as per Dr. Crowley)**

**Presenter: Dr. Tim Crowley—Northwest Missouri State University Professor**

Dr. Crowley's goal is to inspire and help you to custom create a life and career filled with passion, purpose, and prosperity. In his words "I welcome the opportunity to show you how to 'add more years to your life and more life to your years.' Thank you for allowing me to share my passion and philosophy with you. As you advance forward in the pursuit of your dreams, remember to continually celebrate what is good in your life, laugh along the way, stay the course and live life with an attitude of joy, optimism, and love."

*"The pessimist complains about the wind. The optimist expects it to change.  
The leader adjusts the sails." — John Maxwell*

## **November**

### **Session 6: Leadership Styles**

**Presenter: Carey Smith, BACC Director**

There are a number of different approaches, or 'styles' to leadership and management that are based on different assumptions and theories. The style that individuals use may be based on a combination of their beliefs, values and preferences, as well as culture and norms which may encourage some styles and discourage others. **Using a selected "tool", your leadership style will be determined in a fun, interesting, and eye-opening way!**

## **December Break – No Sessions**

## **January**

### **Session 7: Money Marathon**

**Presenter: Ed Douglas—Certified Financial Planner**

Ed Douglas is a former bank president, chairman, and CEO; a certified financial planner, marathon runner, tennis coach and civic leader—and author! In his book *The Money Marathon*, Ed uses his decades of expertise and love of running to compare the steps toward financial success to the steps involved in training, preparing and running a marathon. Whether you have ever run a race or not, **this presentation reveals how to complete your race to financial freedom. Copies of Ed's book will be available for purchase at a very reasonable price!**

## **January**

### **Session 8: Speed of Trust and Business Relationships**

**Presenter: Jinny Moore—Brookfield Leadership Academy Graduate**

Jinny will address a variety of topics which will include: What is Trust, Economics of Trust, When Trust is Missing, Improving Relationship Trust, and Improving Organizational Trust. She will also guide you through brainstorming sessions regarding the class project on which the class has agreed to work.

## **February**

### **Session 9: Youth Engagement in Your Community**

**Presenter: Steve Hennes—University of Missouri Extension-4H Center for Youth Development**

This session will take a fresh look at young people as resources in your community, how Generation Z (those born in 1995 thru now) is similar and different from other generations, and how you can engage young people in decision-making within your organization, as well as in community and entrepreneurial development efforts.

## **February**

### **Session 10: New Ways of Thinking/Building Strong Teams (This title is subject to change as per Dr. Crowley)**

**Presenter: Dr. Tim Crowley, Northwest Missouri State University**

What great teams look like and what it takes to create them....are the areas to be covered in this session. We will be training participants on group process, group facilitation skills, the elements of strong teams and the steps needed to make your team work well. Techniques on how to build commitment and ownership to a team and how to best organize a group of volunteers will be covered as well. Your class project will be discussed and narrowed down for group decision at the next session.

## **March**

### **Session 11: Graduation**

Whew...we made it!! Now we can celebrate our accomplishments, discover what others learned through the program and practice our public speaking skills with our peers! Each participant will be asked to give a presentation on their leadership skill building progress, key learnings through the program. We also ask each participant to bring a prospective participant for next year's program as his/her guest. Here is a picture of the Class of 2012!



*"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." -John Quincy Adams*