



# Waves of Change

## AAW Leadership Development Process

### Waves of Change: Your Leadership Development Process

After almost a year of planning, the official launch of the AAW Leadership Development Process (LDP) is set for July 11-13 at Battle Lake, MN October 22-24th at Cedar Creek, TX, near Austin. The retreats run from Tuesday, 5:00 pm to 12:00 noon on Thursday. All meals and materials are provided. Transportation is the responsibility of the participant.

The LDP includes a two-day retreat, four webinars, assigned readings, attendance at AAW events throughout the year, and the use of an accountability partner to achieve goals -- all delivered or facilitated by AAW members and friends of agriculture.

Committee Co-chairs Kristine Ranger, Michigan, and Pamela Sweeten, California, have planned a full agenda for the first retreat, which begins at 5:00 PM on Tuesday and ends at noon on Thursday for both retreats. Participants can expect short, interactive vignettes and group discussion; "deep dives" into critical content; and strategic endeavors to practice and apply the principles of teamwork.

The AAW LDP was designed with very specific goals in mind. The focus is on developing personal leadership skills that can be applied to team leadership roles that will guide members in developing high performing teams at all levels in the organization. Specifically, the AAW LDP goals are as follows:

- ❖ Members will serve by LEADING teams on the local, state and national level to accomplish strategic goals of AAW, the annual Rallying Cry (determined by sitting President), and goals of the agriculture industry. Practice at the local level prepares members for increasingly more influential roles at the state and national level.
- ❖ Members will DEVELOP, practice and learn personal leadership skills at the local, state and national level to fulfill their leadership roles and advance within the organization and the industry.
- ❖ Members will MANAGE action items and learn best practices to ensure that AAW serves its purpose and moves forward with a shared vision that is communicated and achieved at the local, state and national level. All members know who must do what to succeed.

"We want this to be an ongoing process of learning and development," said Ranger. "We anticipate that webinar topics could change annually, depending on what is needed in the organization," but currently they include organizational health, branding, inspirational leadership, facilitating change, and member recruitment and development.

Upon completion of the year-long LDP, members are expected to have an action plan for pursuing increasingly more complex leadership roles at the local, state and national level. Program participants will be expected to 1) attend a summer of fall regional retreat, which will rotate around the country, 2) participate in all webinars (live or recorded), 3) attend the pre-convention leadership seminar and the AAW National Convention, 4) attend and participate in the AAW mid-year meeting.

Interested members may apply for the LDP, please complete the application form on the website and return it to:

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