

Brown County Leadership Co-Operative

Cooperative. A cooperative (also known as co-operative, co-op, or coop) is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations. (Wikipedia)

Common Vision – Working together towards the ideal of a more perfect (better) Union and County through the continual application of better methods.

- An ideal represents a standard of perfection that you can strive for but never achieve
- *Perfection is not attainable, but if we chase perfection, we can catch excellence.* Vince Lombardi

Preamble to the Constitution. *We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this **Constitution** for the United States of America.*

- How do citizens (all stakeholders) define more perfect or better?
- What feedback will be used to assess results?

LEADERSHIP APPLICATION FRAMEWORK

Scope: What is the intent (aim or purpose) of the organization or group (profit, non-profit, government, board, commission, school, church, project, initiative): _____

1. STAKEHOLDERS – Three categories (roles)

- Direct (external) – Receive the service (s)
- Internal – Provides the service (s)
- Indirect – Have a stake in the services being provided, e.g., families, suppliers, government, the larger community, etc. Anyone that will provide feedback on what is done and not done in the near, mid, long term.
 - Tool: Stakeholder Map – one-page graphic
 - To Do:
 - Identify Stakeholders (Direct, Internal, Indirect)
 - Identify needs
 - Identify service (s) being provided (*output*)
 - Identify expectations for the service (*outcome*). How will it make things “better”?

2. SYSTEM. How all the stakeholders interact to support and produce the services that meet everyone’s needs and expectations in the near, mid and long-term.

- Tool: System Map -- Identifies the connections and interdependencies among all the stakeholders

3. VARIATION – Gap between the actual situation and the ideal/desired outcomes (expectations).

- **To Do:** Given the *expectations* identified previously, identify feedback that will be used by stakeholders to assess progress in working towards the vision:
- Identify related feedback measure for the respective expectation (s)

4. KNOWLEDGE (assessment) – How is the system performing?

- To Do: Given the respective stakeholder feedback indicator, assess the following:
 - Is data (quantitative/qualitative) currently available?
 - If yes, what is the trend (pattern of behavior)? Is it predictable?

- What is the improvement opportunity and priority? (high, medium, low).

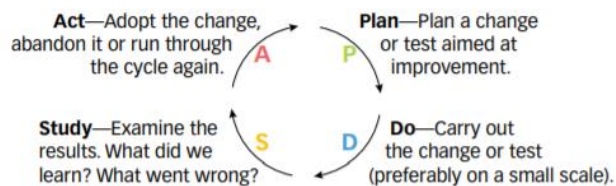
- Tool: Strengths, Weaknesses, Opportunities, Threats (SWOT): Assessment and Analysis

5. PLANNED CHANGE – through Project Management guided by the **Plan, Do, Study, Act (PDSA) continuous improvement and learning cycle**. A project has a beginning and an end and produces an objective result. All projects are accomplished through a process.

- Improvement Options:
 - Sustain current system and process through standardization (Policies, SOPs, Habits).
 - Lead Incremental improvement to current system, processes, and/or services
 - Develop new systems, processes and services

- To Do:

- Apply the PDSA template to guide improvement projects.



- **Update/Develop Leadership Co-Op Strategic Plan**

- PLAN

- See HCI Grant application and presentation
 - SWOT – Assess the current situation
- Formulate Strategic Direction
 - Identify values, vision, mission, goals, objectives
- Develop Action Plan (s)
 - Validate Proof of Concept – Leadership Co-Op, Other Projects

- **Validate Proof of Concept – Food Category**

- Plan - See HCI Capstone Project application
 - Develop Strategic Plan
 - Develop project plan (s)
- Do – Execute the plans
- Study the results
- Act – take appropriate follow-on actions; repeat the cycle
- DO – Execute the Plan (s) – Leadership Co-Op Program and Project (s)
- STUDY – What is working, what is not, what are the improvement opportunities...?
- ACT – on what was/is learned

6. PEOPLE – Two types of motivation:

- Extrinsic Motivation – Often represents an attempt to coerce people through threats of punishment and rewards – carrots and sticks.
- Intrinsic – The desire to learn, to improve, and to contribute through meaningful action is inherent in all human beings.
- To Do:
 - Lead by example – model the behaviors, values, and actions expected from others.
 - Coach/Support/Mentor – Help others to apply
 - Reinforce and Promote Success