

LEADERSHIP TRANSFORMATION GRANT

An opportunity to make lasting change within your organization.



2019 Douglas County Leadership Transformation Grant

Douglas County, KS received 50 full scholarships for members of the Food Policy Council, Heritage Conservation Council, Criminal Justice Coordinating Council, Board of County Commissioners, Behavioral Health Coalition, and key county staff to attend Kansas Leadership Center (KLC) leadership training in 2019.

- 23 attended KLC leadership training in Kansas City or Wichita
- 25 are scheduled to attend before the end of 2019

Stated Grant Outcomes

- Participants will learn KLC's leadership framework and share a common language with their fellow participants.
- Participants will grow their leadership capacity for greater collaboration with others in Douglas County.
- Participants will develop the skills needed to successfully approach challenges associated with their job, or within their organization or community, that hinder them from making progress.

Douglas County Core Team

A Core Team comprised of council members and staff serves as a resource for participants.

	Food Policy Council	Criminal Justice Coordinating Council	Heritage Conservation Council	Behavioral Health Coalition
<i>Douglas Co Staff</i>	Jasmin Moore	Robert Bieniecki	Jan Shupert-Arick	Bob Tryanski
<i>Advisory Board Member</i>	Kim Criner	Lori Alvarado	Kim Bellemere	

Three program offerings

Your Leadership Edge

A 2-day introductory training to develop personal leadership skills and the confidence to lead.

Lead for Change

A 4-day leadership training designed to help you manage change at a systems level.

Equip to Lead

A 2-day training designed to help you teach, facilitate and incorporate leadership ideas into any context.

Results and Reflections from Attendees in 2019

Two members of the Food Policy Council who attended Your Leadership Edge early this year, made a leadership move and stepped forward to serve as co-vice chairs. Neither of them had previously held an officer position, and cited their experience at KLC as the reason they felt ready and qualified to serve in the position.

We invited our KLC participants to share their thoughts, reflections, and applications of the KLC training. About 50% responded to the survey.

- 84% have noticed some of the KLC concepts informing the work of the Food Policy Council, Heritage Conservation Council, Criminal Justice Coordinating Council, Behavioral Health Coalition, or Douglas County staff.
- 66% have started to apply some of the KLC concepts in their work, personal life, or volunteerism.
- Here are some participant reflections:
 - “[It was valuable to have] time to reflect on leadership and approaches to working with an advisory council.”
 - “It was so helpful to have the small groups process issues in a safe way and I wish all groups could process that way. The feedback process in the small groups were greatly helpful.”
 - “Connecting with other leaders in the community to determine how our factions can be more supportive now and in the future.”
 - “[It was valuable to have] tools to be able to put leadership into practice and think about challenges in new ways.”
 - “I think that, particularly when working with organizations and individuals, it may prove a useful model.” [also expressed that it is not ideal for systems change at the macro-level]
 - “I have played around with these concepts for years, but the training gave me space and focus to think about them more intentionally.”

Looking forward to 2020

Based on the generally positive feedback of participants, Douglas County applied for and will receive additional scholarships for leadership training in 2020. In the upcoming months, KLC will notify us how many spots will be available to Douglas County in 2020.

KLC is transitioning to a new grant model for 2020, as described below. Douglas County will be considered to be in Phase 2 of the new model.

PHASE 1	PHASE 2	PHASE 3
<i>Building the leadership capacity of the organization's Core Team.</i>	<i>Spreading a culture of leadership throughout the organization.</i>	<i>Sustaining transformation efforts of organization.</i>
Core Team is established and attends Your Leadership Edge and Lead for Change.	Core Team attends Equip to Lead and also sends participants to KLC programs, supporting them before and after they attend.	Core Team develops plan for creating lasting change within their organization.
Core Team sets expectations for how KLC's leadership framework will be used in the organization.	Participants practice exercising leadership to tackle the adaptive challenges within their organization.	Core Team connects with other KLC partners in their community to establish a local support system.