Leadership and Professional Development Committee

September 13, 2017

Snowbird, UT

Wasatch B

8:00 – 10:30 am

Meeting Minutes

1. Meeting was called to order at 8:00 am.
   1. Opening comments delivered by Alexis Sandoval.
2. Introductions
   1. Participants introduced themselves to one another.
3. Alexia Sandoval called for approval of the minutes from North American.
   1. Motion entered by Mitch from Indiana.
   2. Motion seconded by John Gassett – WMI.
   3. Motion carried without dissent. Minutes approved.
4. Report on NCLI – Gina Main
   1. C12 Update
      1. Cohort 12 had a competitive nomination process. The residency begins on October 15th and we have 20 state, 1 tribe, 6 NGO’s, 2 industry, and 7 federal partners. There will be some curriculum shifts. The curriculum is 95% adaptive leadership and will be including a piece of the Human Element this year.
   2. NCLI 2.0 Update – Elsa Haubold
      1. In February, NCLI 2.0 will reconvene the alumni to create a continuing education opportunity and create networking across the existing cohorts. It will be called Unleashing the Power and will take place from February 5-7, 2018. We currently have 46 registered during our pre-registration period. The team needs assistance recruiting fellows from cohorts 1-5. There will be a 100 person maximum and the first 6 registrants from each cohort will be taken with others accepted to achieve the 100 person total.
   3. NCLI Strategic Planning Meeting Update – Dave Chanda, Gina Main,
      1. The NCLI board met in Norfolk, VA for a 1.5 day session to discuss the future of the NCLI. How do we respond to the growing demand for the program? Support to grow the program will require a business plan, expanded capacity, and resources. Opportunity to share the NCLI experience w/ board members that haven’t attended.
   4. NCLC Update – Gina Main
      1. NC has developed an NCLI-esque leadership development program to expand leadership capacity in the agency. Roughly 15 fellows. Competitive application process within the agency. The program engaged past NCLI graduates as coaches. Extremely positive responses so far. Have seen positive responses from not only attendees but changes in how they approach challenges in their daily jobs. Participation from all areas within the department.
   5. Alumni Survey Update – Christine Blevins
      1. Conducted first ever comprehensive alumni survey to evaluate impact and range of influence of the program. Very good response rate—385 eligible alumni with 182 respondents. There was representation from every cohort. Lease amount of responses came from Cohort 1. Respondents were 2.3 male and 1/3 female. 49.7% had master’s degrees. Average age of respondents was 48.63. 98.9% said they experienced personal growth during the program. 96% said they experienced professional growth increased access to pool of colleagues. 75% of group selected 6 or more areas of improvement in 29 items listed. The data will continue to be evaluated and a final report is expected in a few months.
5. Report on MAT – Bettina Fiery
   1. Course Statistics
      1. 2017 current statistics
         1. 12 participants on average attend each course
         2. 255 total participants from 26 states
   2. Symposium
      1. Need registrants or will have to cancel
         1. Bettina asked for guidance on how to proceed.
            1. Committee advised contact with state directors regarding symposium.
   3. R3 Initiative
      1. MAT team is working with RBFF, WMI and other. Identifying what the training will look like. Discussion about state’s learning what each other is doing. Find out what’s working—not working. Point of contact is Dave Chanda RBFF and Samantha Pedder CAHSS.
   4. Shift in service
      1. MAT website will be aligning with AFWA’s website. New wrap-around service called E-think will improve online learning experience. All will be in place by the end of the fiscal year.
6. Future of MAT and NCLI
   1. At the director’s retreat, Gina touched base with the director’s to unveil a targeted and strategic approach to both better understand and better meet their needs.
      1. Director engagement will allow MAT and NCLI to develop correct services and solutions. Some possibilities are regional adaptive leadership development opportunities, as well as stage agency, multi-level leadership products & services.