



**WISCONSIN AGRI-BUSINESS ASSOCIATION
WABA LEADERSHIP DEVELOPMENT ACADEMY
August 8-10, 2023**

As our current business leaders retire from the work force, many companies are finding that they need to “push” our emerging leaders up the corporate ladder much quicker than planned. While there is a lot of potential talent in these emerging leaders, there are certain skills that need to be developed. The WABA Leadership Development Academy has been designed specifically to help emerging leaders in developing these skills needed to make them better leaders.

Tuesday, August 8 Morning Session

8:30 – 8:45

WABA Leadership Development Academy Kickoff and Introduction of Attendees

8:45 – 12:15

Leadership Essentials & Personal Assessment

Essentials of leadership addresses the practical behaviors and experiences associated with leading individuals and teams in day-to-day operational functions. The essentials serve as the foundation for more advanced applications of leadership practices, incorporating the various styles of leadership, applications of appropriate leadership traits, and the flexibility necessary to recognize the individual needs and talents of the leader and his/her reporting domain. An individual DiSC assessment is also done by all participants and weaved in throughout the program.

- Potential pitfalls transitioning from individual to leader
- Examine differences between being an individual contributor & manager
- Understanding the key roles, functions, and responsibilities of management
- Understand the qualities, characteristics, & competencies of effective leaders
- Assess individual personalities and discuss how this can be applied to be a more effective leader (DiSC), examining individual strengths, needs, and characteristics as they relate to problem-solving, decision making, leadership, communication, collaboration, delegation, and others.

12:15 – 1:15 Lunch

Tuesday, August 8 Afternoon Session

1:15 – 4:45

Effective Communication

How often has someone said, “I told you that”? Communication is not communication until the desired, intended meaning and message is accurately conveyed. Listening for meaning rather than quickly

responding and checking for understanding and accuracy are emphasized. Leaders must not only be able to speak so others can hear them, they need to be able to listen to effectively make decisions. This course examines not only how leaders communicate, but what is communicated, how things are communicated, the frequency of communication, and effective communication strategies.

- Communication a two-way street
- Problems caused by ineffective communication
- Verbal & non-verbal communication
- Active listening
- Determining the message, organizing thoughts, visual aids
- Different communication styles & mediums and matching the message, medium, and method to the audience and situation, understanding effective communication strategies and techniques
- Developing relationships through effective communications
- Being in-tune with the organization and customers

4:45 – 5:00 Recap Of The First Two Sessions

5:00 – 6:00 Check into Hotel

6:00 Casual “Get to Know Each Other” Dinner Location to be Determined

Wednesday, August 9 Morning Session

8:00 – 12:00

Critical Thinking, Emotional Intelligence & Decision Making

What is the relationship between decision making and problem solving? How does one's past experiences help and hinder current decision making? Tired of fixing the same thing over and over? Jumping to conclusions and making decisions prior to really understanding what happened or continues to happen? Involving reflective thinking and purposefully conceptualizing, analyzing, considering and reasoning, an individual can consciously use these skills to guide their beliefs, actions, and decisions. Critical thinking also involves being able to take into consideration the potential positive and negative ramifications of decisions and the overall impacts decisions may have on an organization, intended and unintended. Also discussed is the role and importance of Emotional Intelligence in critical thinking and decision making.

- Types of decisions made in organizations
- Identify various decision-making styles
- Role and impact of past experiences in decision making
- Basic steps of the decision-making process
- Understand cause/effect and root cause analysis
- Barriers to implementing decisions & solutions
- What is reflective, conceptual, analytical, and deductive reasoning
- Understanding how decisions may affect an overall department and organization, both decisions made and not made
- How to move from perception and assumption to reality and fact
- Applying critical thinking and innovation in decision making and managing people
- Difference between Emotional Intelligence and Critical Thinking
- Awareness of one's own emotions and reactions and others' emotions and reactions as they pertain to decision making

12:00 – 12:45 Lunch

Wednesday, August 9 Afternoon Session

12:45 – 2:30

Case Study – Critical Issues to the Agribusiness Industry

Participants will create a working list of current issues important to agribusinesses. We will discuss possible approaches to minimize or alleviate those issues. Solutions may include partnerships, legislation, or a host of other possible avenues. Be prepared to think out of the box.

2:30 – 4:30

Making Connections with Key Agriculture Leadership

Participants will discuss the need for agribusiness leaders to understand current issues and to create a relationship with their legislators. We will have the opportunity to visit with a state representative and leadership from DATCP, understand their thought process on finding issue solutions, and to discuss some of the current agribusiness issues from our Case Study.

Wednesday, August 9 Evening Session and Dinner

4:30 – 7:00

Team building, Networking, & learning from each other

Participants will be broken into teams to prepare the evening meal. During the meal, teams will have topics and questions to discuss as they prepare a meal for all to share and enjoy. After the meal key learnings are shared.

Thursday, August 10 Morning Session

7:30 – 11:30

Managing Conflict & Difficult Situations

Conflict is something we experience in both our personal and professional lives. How we choose to deal with conflict, difficult situations and people greatly impacts the outcome and potential future interactions and how we are perceived. Failure to address difficult situations and conflict can result in poor work environments, performance issues, and loss of employees and customers.

- Identify potential conflict situations and causes
- Identify difficult people & difficult situations
- Discuss barriers to resolving conflict
- Learn a conflict resolution model (Thomas –Kilman)
- Discover ways to deal with difficult people
- What constitutes a difficult conversation
- How and what do you prepare beforehand
- Anticipating responses and outcomes
- Potential follow-up actions

Interest Based Problem Solving

Learn an alternate method to negotiations, Interest Based Problem Solving (IBPS). The IBPS process stresses collaboration, engagement and consensus as a way to develop and determine win-win solutions. The IBPS process can effectively be used in negotiations, addressing issues & problems, looking at potential opportunities, and problem solving.

- What is IBPS & how does it work
- Difference between traditional negotiations and IBPS
- Learn and apply the IBPS process
 - Properly define, positions, interests, generating solutions
 - Learn win-win techniques & practices

- Understanding & communicating what is negotiable and what is not
- Conducting IBPS sessions
- Discuss areas of opportunity where IBPS may be effective

11:30 – 12:00 Lunch

Thursday, August 10 Afternoon Session

12:00 – 3:30

Leading Organizational Change & Transitions

What is leadership's role in the change process? How can leaders drive change and foster open, collaborative environments that are able to function with disruption and are flexible, yet focused. How much change initiatives are too much? Through awareness of how change can affect actions, and grasping an understanding of the value and reasons for change, we can better assimilate an organizations progression and acceptance of changes. Also, understanding the overall change process and methods, practices, and techniques to help facilitate change are discussed. Many organizations have great ideas and intentions, but many fail due to poor planning, lack of support, resources, and poor implementation.

- Leadership role in the change process
- Developing environments and people that are resilient
- Why change initiatives, projects, and plans fail
- Understanding the change process & impact on people and organizations
- Forces of change, reactions, barriers, why people resist
- Elements of successful change initiatives, strategies & practices to implement change initiatives
- How an organization can better navigate through change and increase likelihood of success
- Identifying resources, challenges, risk & opportunities
- Developing communications and measures to drive change
- Developing transition plans

3:30 – 3:45 WABA Leadership Development Academy Wrap-Up and Presentation of Certificates