Stay Grounded Beyond Onboarding

The art of anchoring new staff in their role while sustaining the growth & learning of experienced staff

University of Minnesota Extension Center for Youth Development
Welcome to Minnesota!
History of Onboarding Practices
Understanding the Effectiveness of our Onboarding

Phases of First-Year Employment

- Anticipation
- Survival
- Disillusionment
- Rejuvenation
- Reflection

Months
0 1 2 3 4 5 6 7 8 9 10 11 12 13
GOAL #1: A learning environment prime for relationship building.
GOAL #2: Integrative Leadership Component
GOAL #3: Relevant & Timely Topics taught by diverse presenters
THE RESULT...

A long-term cohort for staff onboard for 6-18 months; offered as a hybrid learning opportunity, with the incorporation of an Action Learning Project
The YDLL Anchor Cohort is:

- 8-months of training both online & face-to-face
- Participants actively lead portions of the experience
- Extension educators and specialists lead and support in partnership with participants.
- Action Learning: An ALP incorporates small-group work, mentor support, and continuous reflection
- EVOLVING: Topics/schedules constantly change to ensure participants needs are met
Why a Cohort was Essential...
## TIMELINE & TOPICS

<table>
<thead>
<tr>
<th>SESSION</th>
<th>MONTH</th>
<th>Date &amp; Time</th>
<th>LOCATION</th>
<th>TOPIC: LEADERSHIP IS...*</th>
</tr>
</thead>
</table>
| 1       | SEPTEMBER  | September 11, 2018  | St. Paul Student Center |  • Strengths Based Leadership  
                   |             | 10am-5pm           |                   |  • ALP Introduction  
                   |             |                     |                   |  • YD 101        |
| 2       | SEPTEMBER  | September 12, 2018  | St. Paul Student Center |  • Fiscal Responsibility  
                   |             | 9am-2pm            |                   |  • 4-H Online Basics  |
| 3       | OCTOBER    | October 16, 2018    | Online             |  • Getting Good Data      |
| 4       | NOVEMBER   | November 13, 2018   | St. Paul Student Center |  • Relationship Building Tools: 1-on-1, storytelling  
                   |             | 10am-5pm           |                   |  • Engaging Volunteers  |
| 5       | NOVEMBER   | November 14, 2018   | St. Paul Student Center |  • Intentional Program Planning  |
| 6       | DECEMBER   | December 18, 2018   | Online/WebEx       |  • PPOW Planning          |
| 7       | JANUARY    | January 8, 2019     | Online/WebEx       |  • Dilemmas in Youth Work  |
| 8       | FEBRUARY   | February 12, 2019   | St. Cloud Regional Office |  • Quality Programming  
                   |             | 10am-5pm           |                   |  • Enhancing Diversity  |
| 9       | FEBRUARY   | February 13, 2019   | St. Cloud Regional Office |  • Effective Communication (Crucial Conversations)  |
| 10      | MARCH      | March 12, 2019      | Online/WebEx       |  • Managing Risk          |
| 11      | YOUTH & U  | To Be Determined    | To Be Determined    |  • Small Group Connect  
                   |             |                     |                   |  • Presentation Practice  |
| 12      | APRIL      | April 9, 2019       | St. Paul Student Center |  • Sharing Impact  
                   |             | 10am-5pm           |                   |  • Engaging Youth  
                   |             |                     |                   |  • Leadership Matters  |
| 13      | APRIL      | April 10, 2019      | St. Paul Student Center |  • Presentations & Graduation  |

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Welcome to the 2018/2019 Youth Development Learn & Lead Anchor Cohort! We're so happy you're here!

Take some time to peruse this site at your leisure, we'll update it regularly with information you need to complete the cohort requirements.

Please contact Amber or Trish if you have any questions.

Looking forward to spending the year with you all.

This cohort design and experience will:

- Enhance relations of 4-H Program Coordinators through relationship building and the sharing of applicable skills, history, and by providing a community of practice to test knowledge, discuss ideas, and share resources.
- Enhance colleagues' relationships and foster a strong community through professional relationship development.
- Increase 4-H Program Coordinator skills to utilize technology through exposure to 4-H leader, Familly, Whirla, Google Applications, etc.
- Provide opportunities to build leadership skills that can be applied immediately to their current 4-H position.
- Support the development of applicable Professional/Personal Work goals through alignment with the 4-H Strategic Plan and Team.
- Guide 4-H's development and short-term outcomes for youth and understand how their programs make a positive difference in the lives of youth.
The Incorporation of Integrative Leadership...
ALP EXAMPLES

- Proactive Opportunity
- Solution to an Issue
- Strategic Planning
- Reorganization
Art of Hosting Practices

THE ART OF HOSTING
MEANINGFUL CONVERSATIONS
& PARTICIPATORY LEADERSHIP
Modifying the Cohort
<table>
<thead>
<tr>
<th>Break ALP small groups up by project topic.</th>
<th>Small groups were initially created based on regions. We learned that these pairings were not always valuable, so we began to connect small groups based on ALP topics in 2017.</th>
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<tbody>
<tr>
<td>Include a mentor option.</td>
<td>Many PC's in our 2016/2017 cohort noted that a mentor may be a valuable addition to the ALP process. This option was included for the 2017/2018 cycle.</td>
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<td>Utilize more PC voice to lead during the sessions.</td>
<td>In an attempt to include more participatory leadership, we introduced participant-led welcoming and closing activities in 2017.</td>
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<td>Review and adapt meeting locations based on participant commute times.</td>
<td>We continue to explore feasible meeting locations to limit travel time for participants. Participants enjoy meeting on campus and also enjoy exploring other regional areas across Minnesota.</td>
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<td>Review which topics are more appropriate online vs. face-to-face.</td>
<td>Participants have helped us refine which topics are best online vs. in person. Youth Engagement is now offered exclusively face-to-face, while other topics have shifted to an online only format.</td>
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<tr>
<td>Add more informal opportunities for connectivity / longer, more frequent breaks for processing.</td>
<td>The face-to-face days can be long and jam packed. Providing more frequent breaks ensures participants can connect with each other while offering space for processing and reflection.</td>
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<tr>
<td>Explore an alternative to Moodle.</td>
<td>Moodle was used throughout the first two cycles of the cohort, and engagement with the platform was low. As an alternative, we introduced a combination of Google Sites and FlipGrid.</td>
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<tr>
<td>Invite external presenters and colleagues from other Extension centers.</td>
<td>Some participants were eager to hear from external colleagues from within the field. In 2018, we invited our first outside presenter and will continue to do so as appropriate.</td>
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<tr>
<td>Examine alternative topic options for staff in unique roles.</td>
<td>Not all PC roles are created equal, and some PC's found certain topics irrelevant. We began offering alternative meeting options for those PC's in 2017 to ensure relevancy for all.</td>
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Results:

- The cohort enhance connections between colleagues. • 97% Agree
- Influenced professional relationships through sharing and discussion. • 100% Agree
- I received relevant and research based content that applies to my role. • 95% Agree
- Builds tangible skills that can be applied immediately to my role. • 89% Agree
100% of participants believe the cohort model provides crucial value to the training

“I have felt a part of a unique group where we became comfortable sharing our highs and lows and sharing ideas to help better our county programs. I simply loved our face-to-face meetings and being able to mix and mingle with the other PC who were “new” to the position just like me and to grow together.”

“In our jobs we have such limited contact with our colleagues. This was a great way for me to get to know other PC’s who have been here for a similar amount of time. It is a good way to reframe expectations and to see and be inspired by what others are doing.”

“Relationship building is key to success in this job and being able to personally connect with peers is very necessary to stay motivated in this role when you are a single PC county.”

“I feel a huge part of our work is learning to collaborate in order to make our work the best it can be and this process helped by getting to meet other people from around the state that you might not otherwise work with.”
Because of this cohort, did you...

- 95% considered new ways to expand programs
- 89% built connections sustained outside of the cohort
- 92% gained motivation to grow their program
- 100% connected with a colleague
- 95% gained new knowledge & resources
- 100% learned new ideas that apply to their work

"Because of this cohort, did you:"
Employee Engagement: 100% Agree!

- Participation in the cohort positively influenced my overall engagement in my role.
- I felt a sense of belonging in the cohort.
- The cohort was a welcoming space.
- I had the opportunity to share my thoughts & opinions.
- I feel more prepared to execute the 4-H PC role than I did prior to my cohort participation.
Training for Experienced Staff
YDLL: Sustain Cohort
CHALLENGES

▪ Travel & Time involved
▪ Not all topics applicable to all staff
▪ ALP can be confusing (and seem intense) at first…
▪ Building a team…sometimes it goes well! Sometimes it doesn’t…
Next Steps
Recommendations
References (1:2)


References (2:2)


Thank You!

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