



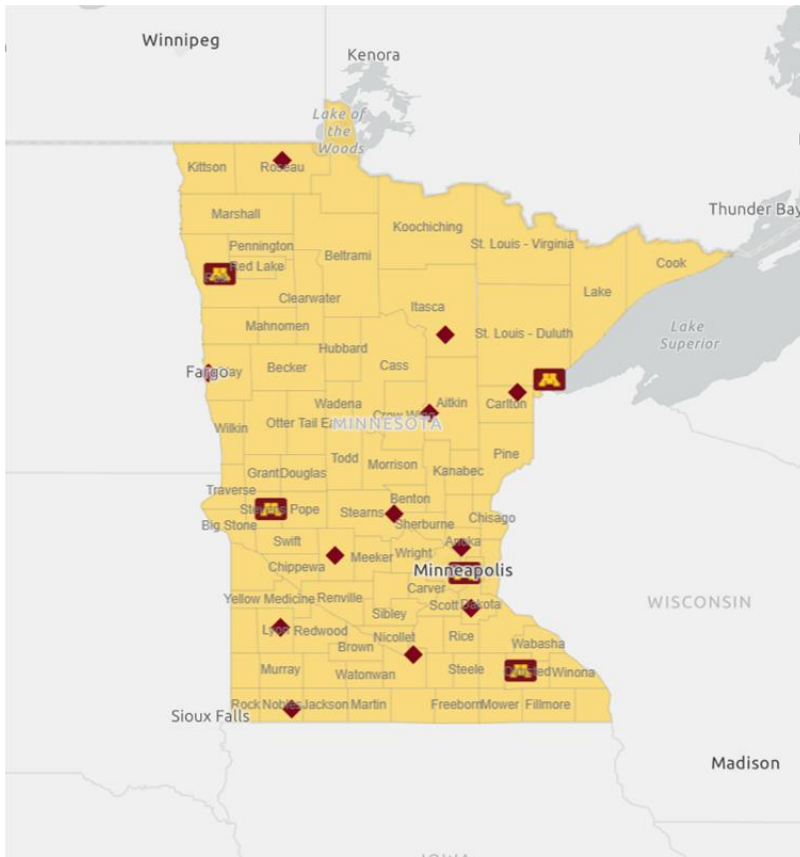
Stay Grounded Beyond Onboarding

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

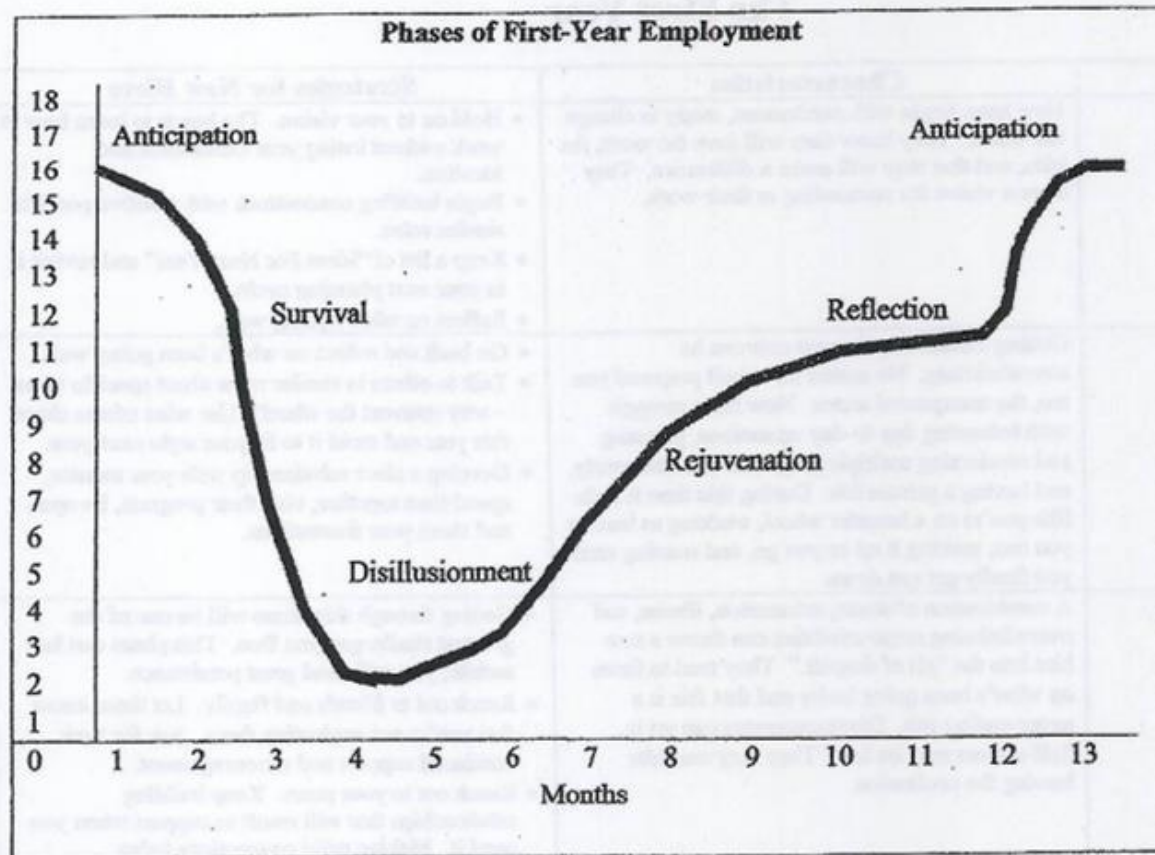
Welcome to Minnesota!




History of Onboarding Practices



Understanding the Effectiveness of our Onboarding





GOAL #1: A learning environment prime for relationship building.



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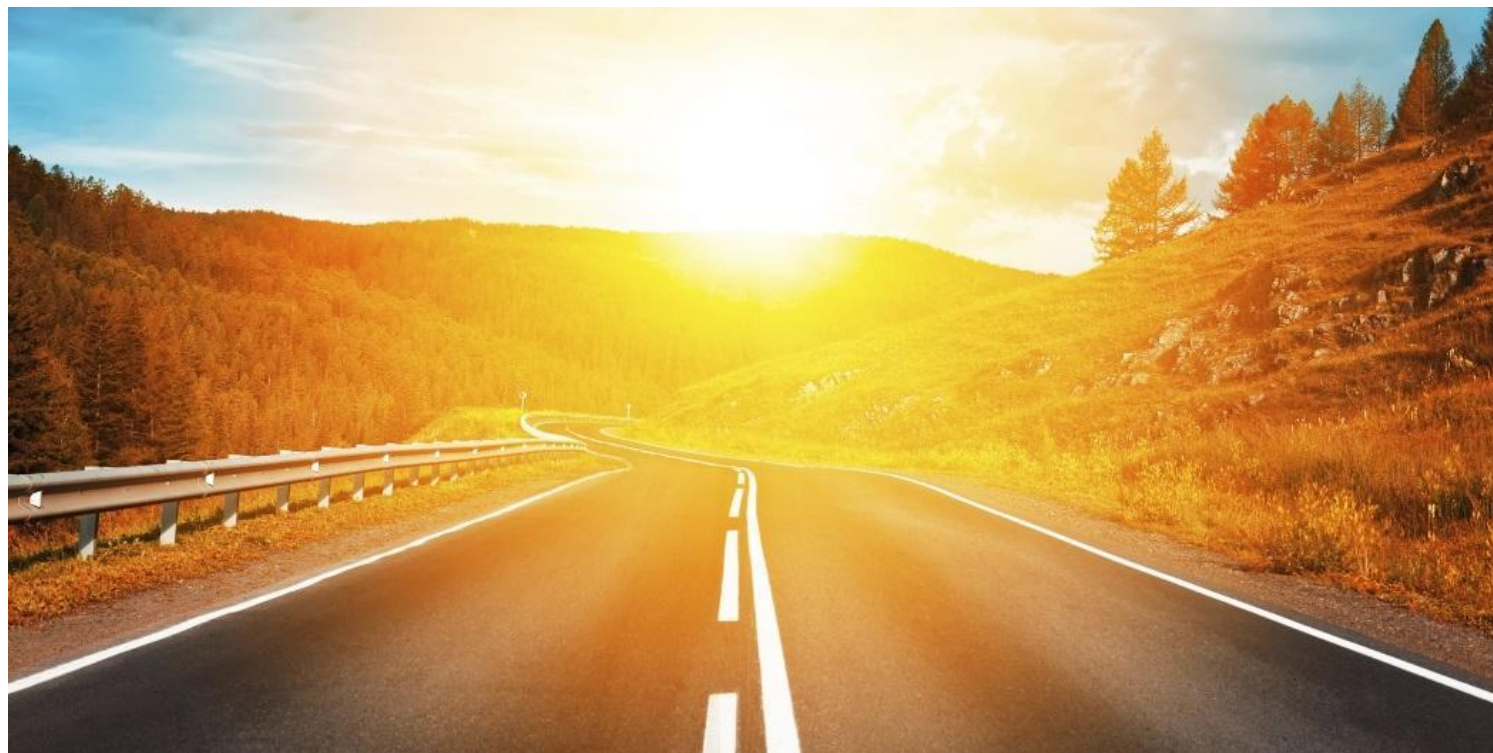


GOAL #2: Integrative Leadership Component



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

SESSION	MONTH	Date & Time	LOCATION	TOPIC: LEADERSHIP IS...*
1	SEPTEMBER	September 11, 2018 10am-5pm	St. Paul Student Center	<ul style="list-style-type: none"> Strengths Based Leadership ALP Introduction YD 101
2	SEPTEMBER	September 12, 2018 9am-2pm	St. Paul Student Center	<ul style="list-style-type: none"> Fiscal Responsibility 4-H Online Basics
3	OCTOBER	October 16, 2018 10am-12pm	Online	<ul style="list-style-type: none"> Getting Good Data
4	NOVEMBER	November 13, 2018 10am-5pm	St. Paul Student Center	<ul style="list-style-type: none"> Relationship Building Tools: 1-on-1, storytelling Engaging Volunteers
5	NOVEMBER	November 14, 2018 9am-2pm	St. Paul Student Center	<ul style="list-style-type: none"> Intentional Program Planning
6	DECEMBER	December 18, 2018 10am-12pm	Online/WebEx	<ul style="list-style-type: none"> PPOW Planning
7	JANUARY	January 8, 2019 10am-12pm	Online/WebEx	<ul style="list-style-type: none"> Dilemmas in Youth Work
8	FEBRUARY	February 12, 2019 10am-5pm	St. Cloud Regional Office	<ul style="list-style-type: none"> Quality Programming Enhancing Diversity
9	FEBRUARY	February 13, 2019 8am-1pm	St. Cloud Regional Office	<ul style="list-style-type: none"> Effective Communication (Crucial Conversations)
10	MARCH	March 12, 2019 10am-12pm	Online/WebEx	<ul style="list-style-type: none"> Managing Risk
11	YOUTH & U	To Be Determined	To Be Determined	<ul style="list-style-type: none"> Small Group Connect Presentation Practice
12	APRIL	April 9, 2019 10am-5pm	St. Paul Student Center	<ul style="list-style-type: none"> Sharing Impact Engaging Youth Leadership Matters
13	APRIL	April 10, 2019 9am-2pm	St. Paul Student Center	<ul style="list-style-type: none"> Presentations & Graduation

2018/19 YDLL Anchor Cohort

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

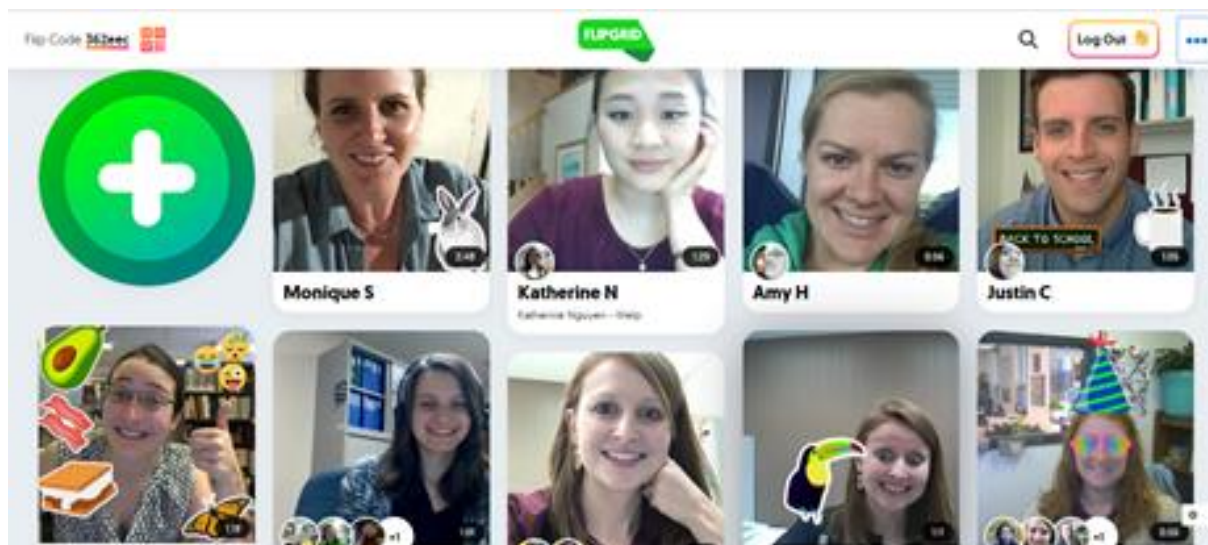
Take some time to peruse this site at your leisure, we'll update it regularly with information you need to complete the cohort requirements.

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:

- Influence retention of 4-H Program Coordinators through relationship building and the sharing of applicable skills, theory, and by providing a community of practice to test knowledge, discuss ideas, and share resources.
- Enhance colleague relationships and foster a learning community through professional relationship development
- Increase 4-H Program Coordinator skills to utilize technology through exposure to 4i hotline, FairEntry, WebEx, Google Applications, etc.
- Provide opportunities to build tangible skills that can be applied immediately to their current PC position
- Support the development of applicable Professional Plan of Work goals through an alignment with the YD Strategic Plan and targets.
- Guide PC's to develop long 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...



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ALP EXAMPLES

- Proactive Opportunity
- Solution to an Issue
- Strategic Planning
- Reorganization



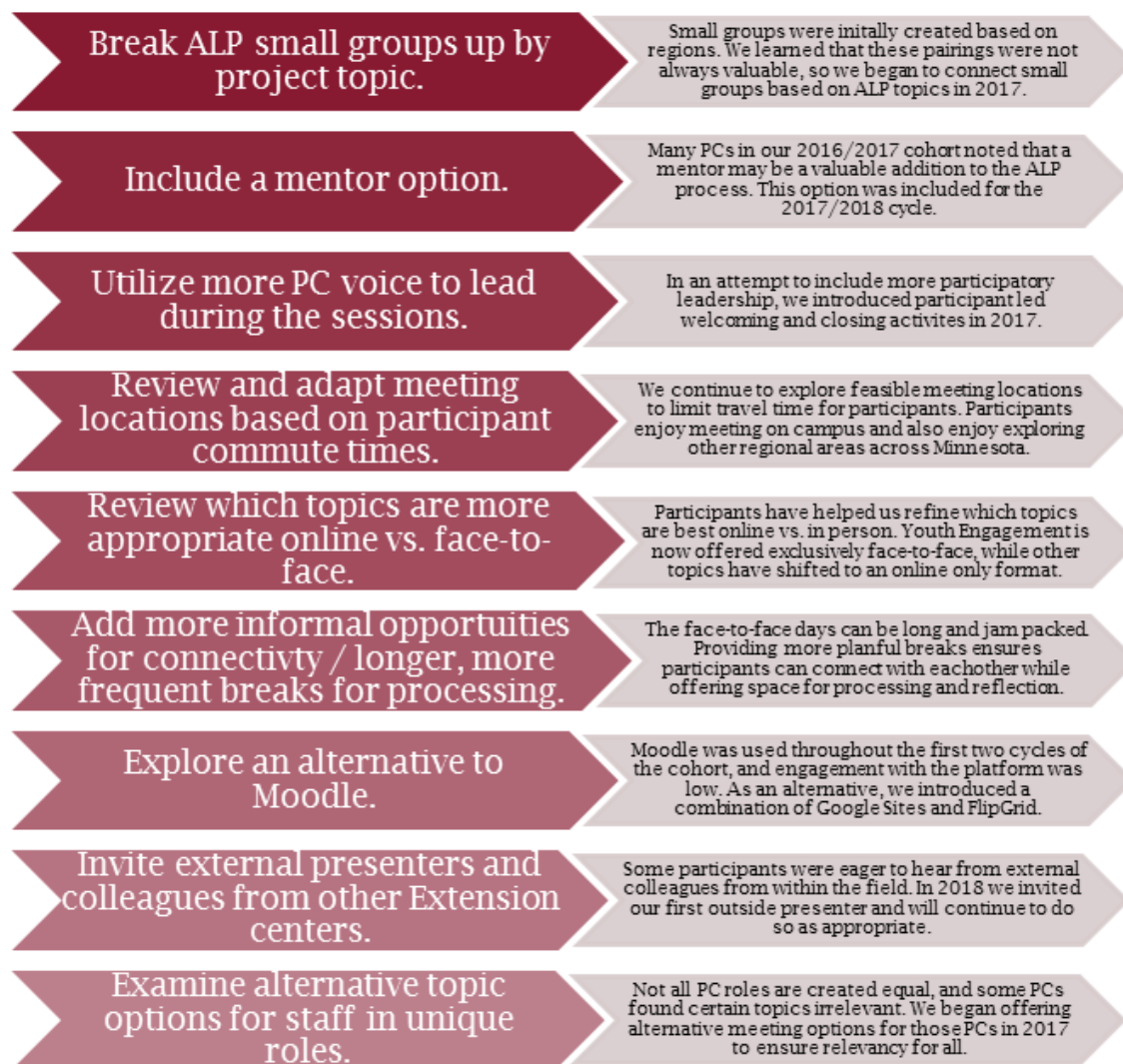
Art of Hosting Practices



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Modifying the Cohort





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





97%

The program content is relevant

100%

I will be able to apply what I learned to my work



100%

I will change my practices based on what I learned



97%

I have a deeper understanding of the topics based on my involvement



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."

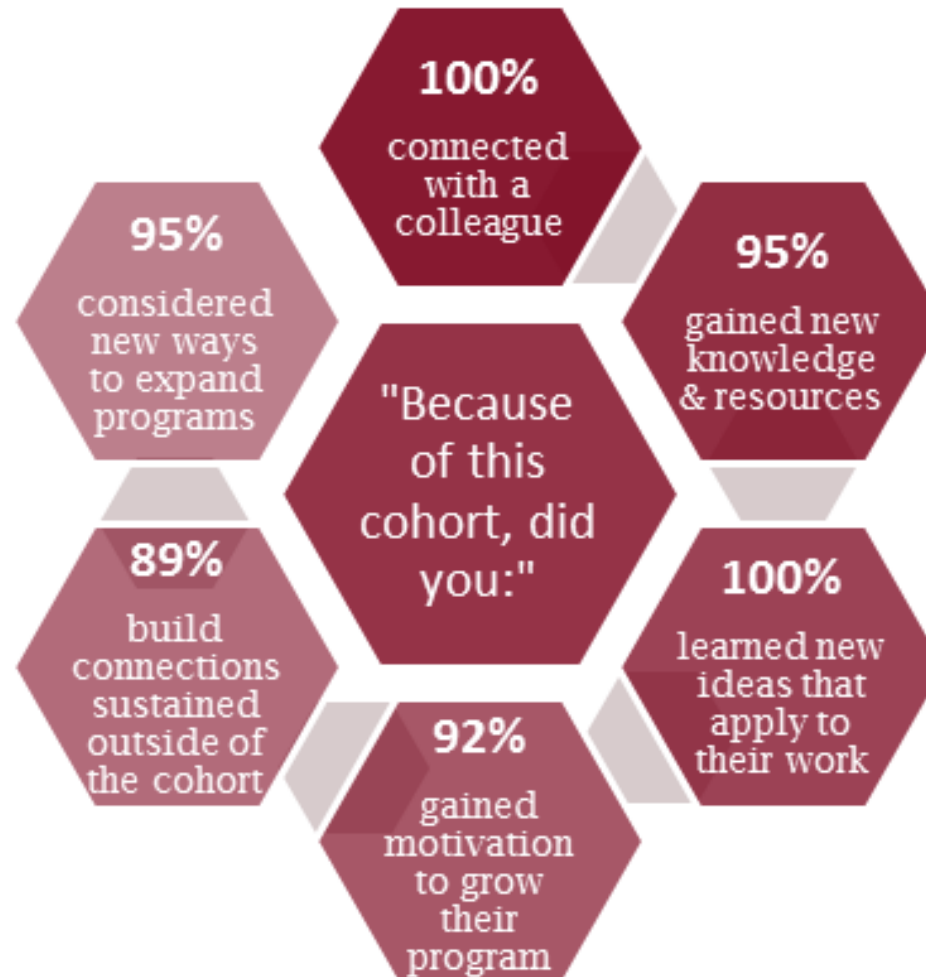
"Relationship building is key to success in this job and being able to personally connect with peers is very necessary to stay motivated in this role when you are a single PC county."

"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."



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Because of this cohort, did you...



Employee Engagement: 100% Agree!



Training for Experienced Staff



YDLL: Sustain Cohort





Sustain: Learning Tracks



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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



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Recommendations



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Thank You!

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