

The primary purpose of LEAD<sup>21</sup> is to serve as a leadership development tool for those in land grant universities' colleges of agricultural, environmental, and human sciences and the USDA/CSREES. Those that participant serve in a variety of capacities in these institutions including faculty, specialists, program and team leaders, research station and center directors, district and regional directors, department heads and chairs, and others.

Enrollment in the year-long course gives participant a broad understanding of several core competencies centering upon leadership, self evaluation, diversity, and the challenges of the land grant system. Core leadership competencies are enhanced using a combination of exposure, information, knowledge and practice. The curriculum includes three sessions and a concurrent individual experiential learning component. *Session I* uses self-assessments to increase awareness of leadership strengths, weaknesses, and styles, and teaches various leadership skills and tools. During *Session II*, participants visit various university and/or college sites to experience a broad range of institutional types and cultures while focusing on diversity, the land grant system, and leadership in different sectors of society. *Session III* is in Washington, D.C. and focuses on public leadership, policy development, and federal legislation, as well as managing change and resources.

The experiential learning component is an individual mentored leadership project at the participant's home institution and/or other locations as appropriate throughout the year. The project provides an opportunity to apply some of the knowledge and skills gained from Session I. It is chosen, planned, and implemented under the guidance of an appropriate administrator who has agreed to act as the participant's mentor during this program. Through the independent learning experiences, the participant acquires knowledge about the organization and administration of at least one institution and gains a better understanding of the research, academic, and extension missions within the Land Grant system and/or the Cooperative State Research, Education, and Extension Service. In addition to independent reading, participants have the opportunity to discuss leadership with key administrators, observe meetings of administrative teams, and realize the day-to-day challenges of leadership in a complex organization. The products of this program are leaders who can better serve in their current positions or as they aspire to other positions.

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