



## Colorado Agriculture and Rural Leadership

Committed to investing in human capital, major companies have spent millions of dollars in leadership development. Although these companies have been developing leaders at an ever-increasing speed, the call to create and nurture the leadership skills of agricultural and rural individuals has largely been unheard.

Answering this call, the Colorado Agriculture and Rural Leadership (CARL) program **develops and enhances the leadership capabilities of diverse men and women committed to the future of Colorado's agriculture and rural communities.**

Coaxing a living from the land, providing rural community products and services, agricultural and rural peoples have significantly contributed to Colorado's tapestry. CARL enriches this culture through a hands-on, interactive program dedicated to producing graduates with the vision and commitment to lead change and ensure the sustainability of Colorado's agricultural economies and rural communities.

### DYNAMIC CURRICULUM

Colorado State University will utilize the best of its own faculty combined with outstanding speakers from throughout the state, business world and public arena to create and present a premier leadership development program centered on travel/study experiences, group discussions and individual project application of skills learned.

Delivered through a series of nine travel seminars that are held over a 24-month period, CARL strengthens effective agricultural and rural leaders who reflect Colorado's diverse population by developing leaders in the areas of:

- Personal Development
- Leading Change
- Developing Synergy
- Communication and Technology
- Social Issues and Cultural Diversity
- Domestic and International Economics
- Leadership Theory
- Resources Management
- Governmental Policy
- Teamwork
- Coalition Building
- Urbanization and Land Use

### The CARL Curriculum is:

- *Integrative* with daily activities/responsibilities during each seminar, homework assignments between seminars and reflection/interaction during seminars and via technology between seminars.
- *A travel/study* experience with each seminar location affording interactions with people and communities to reinforce concepts learned. These experiences will progress from local areas in Colorado to national and international experiences.
- *Issue-based*, emphasizing the role of the leader/decision-maker beyond a typical classroom environment.
- *Project-driven*, in that each student will complete a project in their home community or organization in which they are active, leading towards the goal of sustained application of leadership skills after graduation.
- Seminars and learning activities will be focused on *action learning*. The ultimate goal is the application of learned skills to assist Colorado agriculture, rural communities and organizations in finding creative solutions to contemporary problems and challenges.
- *Flexible* to adapt to unique topics based upon student input, emerging issues or local opportunities while maintaining the core curriculum structure.
- *Leadership involvement* of CARL seminars, travel and activities during their two-year experience. Daily speaking, hosting, site coordination and other group responsibilities will be rotated among class members.
- *Collaborative*, building relationships with classmates and leaders from around the state and nation.

### Curriculum/Seminar Schedule

CARL offers a focused time commitment over the two-year curriculum. A participant commits to nine travel/study seminars and the completion of an individual project over a two-year period. Seminars will be scheduled at least one month apart.

During the first year there are five three-day seminars in Colorado during the fall and spring of the year. Each seminar will begin mid-day Thursday and end on Saturday afternoon. By the end of the first year, each class member will have initiated an individual project.

The second year consists of two out-of-state seminars, four to five days in length plus one summer retreat followed by a September graduation seminar. Additionally, the individual, self-paced project will be completed during the second and final year.

During the first year, time is taken during each seminar to discuss, brainstorm and plan individual projects. By the final seminar of the first year, participants will have chosen

and initiated their projects. The projects will be completed during the second year and presented at graduation.

Projects are individually chosen by a participant based on their interest, the needs of their home community or organization and the skills, processes or techniques acquired during their first year in CARL. Projects will typically focus on building human capacity or abilities in a participant's home community or organization. Examples may be: conducting a community visioning process, conflict resolution, community grant writing or public policy education, as well as many others.

Each seminar session will have its own central theme including tours in the area of the seminar interacting with local leaders and decision-makers. Also, assigned teams of class members will provide briefings on "breaking" news, policy issues or evolving topics of interest to the class. Lastly, during each seminar on a rotational basis, class-members will make brief presentations on their personal leadership journey or experience.

#### YEAR ONE

*Seminar I - Orientation, Leadership Theory and Practice at Colorado State University (Thurs.-Sat.):* class organization and expectations; self-awareness inventory and leadership styles; personality assessment; consensus building and/or conflict resolution; organization and meeting management; communication and media skills; technology.

*Seminar II - Resource Issues in Rural Colorado at Selected Site (Thurs.-Sat.):* challenges of providing rural utilities; telecommunications and Internet access; water resource use and conservation; soil, range, wildlife and forest management; public land use policy and management; cultural impacts on policy development and management; tours of area resources and history;

*Seminar III - Social and Community Issues in an Urban Area at Denver/Metro (Thurs.-Sat.):* overview of urban/metro issues; growth, infrastructure, transportation and planning; health, disease and alcohol/drug abuse; community issues (diversity, children, domestic violence); urban issues (poverty, homelessness, housing, public safety); local government and community organizations; neighborhood growth, decay and renewal; volunteer opportunities and cultural stretching.

*Seminar IV - Regional Colorado Issues at Selected Site (Thurs.-Sat.):* understanding and building upon diversity in rural communities; regional water and natural resource issues; agriculturally dependent economies, diversification and adding value; economic development: business recruitment, retention and expansion; possible interstate

issues (depending on location); transportation and infrastructure issues; tours of local agriculture and/or industry.

*Seminar V - Colorado Political System and Process at Denver (Thurs.-Sat./Legislative schedule):* government impacts on agricultural and rural communities (Commissioner of Agriculture); ag/rural voice in state (Department of Agriculture and ag lobbyists); Colorado government theory and practice; Colorado government in action (Governor/available staff and cabinet); attend legislative session; discussion with Agriculture and Natural Resource Committee; meet with and shadow legislator/lunch; initiate individual projects.

#### YEAR TWO

*Seminar VI - Understanding State, National and International Agricultural Economy at Port or Trade Center (Wed.-Sun.):* ag policy perspectives and priorities; Colorado ag economy/global participation; ag markets and price determination; marketing Colorado ag products; local products and markets; international trade representatives; international trade finance and currency exchange; merchandisers from trading firms; trading rooms or floors w/trade analysts; physical shipping and inspection facilities; international cultural experiences.

*Seminar - VII - National Political and Policy Involvement at Washington, D.C. (Wed.-Sun.):* environmental tours in the D.C. area and with environmental groups; national media meetings; briefings with the U.S.D.A., WTO, World Bank; visit 2-3 foreign embassies; tour of White House; interview State Representatives and/or Senators; panel discussion with agricultural lobbyists; tour of monuments; agricultural reception with Congressional leaders and staff.

*Seminar VIII - The Principle-Centered Leader Retreat at Steamboat (Thurs.-Sat.):* inspiring others; identifying breakthrough results; building trust; time and life management; principle-centered leadership and getting to synergy.

*Seminar IX - Graduation and connecting with new class at Colorado State University (Fri.-Sat.):* banquet with CARL, CSU, Department of Agricultural Sciences leadership and sponsors; graduation presentations and ceremonies; introduction of new class and sponsors; presentation of individual projects completed; CALP/CARL alumni involvement.

## WHO SHOULD PARTICIPATE

For each class, CARL has space for twenty members. CARL and its supporters recruit enthusiastic Coloradoans committed to agriculture and rural Colorado. They should be recognized as emerging leaders who are directly involved in agriculture, agribusiness, rural industries, rural communities or natural resource management. Individuals can request applications directly from CARL or may be nominated by others.

Individuals may be in the early or middle phase of their leadership career and are looking for that next level of training or experience. They may want a more broadly based experience, which can bridge the complete issues facing agriculture and rural Colorado. CARL may augment what they have already learned through leadership of their farm or ranch organization, community boards or holding other elected offices.

Colorado State University intends to make CARL a practical, applied experience similar to graduate school. With guidance from the CARL advisory committee, key partners and sponsors, CARL will be a unique lifetime experience for each participant.

## PARTICIPANT TUITION/COST

- Once selected, a participant agrees to provide \$2,500 of the tuition cost to CARL. It is suggested that \$1,500 be paid directly by the participant or by his/her business or employer. The first installment will be due before the first seminar, with the balance due at the beginning of the second year.  
At a minimum, the remaining \$1,000 will be provided by four \$250 sponsorships arranged by the participant from local organizations and businesses in his/her home community. This is important to ensure broad community support and interest in the success of each class member and CARL.
- Participants provide their own travel to Colorado seminar sites, airport departures and any incidental costs.
- CARL pays directly for all airline travel, lodging, on-site meals, speaker and curriculum expenses for each class member. The CARL Board with its key supporters and alumni provide additional funds through the sponsorship of Colorado agriculture/rural organizations, agencies, companies who are important partners in this effort with Colorado State University.

## PARTICIPANT APPLICATION AND SELECTION PROCEDURE

- The names of prospective participants/nominees can be submitted to the CARL office at any time

for the upcoming class. An individual can nominate him/herself or someone else. If you are nominating someone else, it is suggested that the curriculum and time commitment required be discussed first.

- Each two-year class is limited to 20 members to assure a quality experience. Final selection for each class is determined by an application process. As a list of prospects and nominees is accumulated for the next class, CARL will contact them to verify their interest and forward an application packet.
- Applications are due by **June 1<sup>st</sup>** prior to the start of the new CARL class in the fall. Notification of selection to the next CARL class will be made by September.
- Upon selection a successful candidate must complete a CARL participant agreement which will be forwarded with a letter of selection. This letter commits the participant to the seminar schedule, learning activities, code of conduct and tuition/sponsorship commitments.

## CARL PARTNERSHIPS AND SPONSORS

The success of CARL and its participants is dependent on key partnerships formed with Colorado State University, by a variety of agencies, organizations and businesses. All recognize and are committed to developing leaders for the future of Colorado's agriculture and its rural citizens. They know the issues of the future will be challenging, complex and will require innovative and visionary leadership. They believe that investing in human capital is vital for answering the sustainability of Colorado's agriculture and rural communities.

Gifts to support the CARL program and its students will be handled by the Colorado State University Foundation. These funds are expended for the travel/study and seminar costs of the class members. These Partners believe that human capital is our most important resource in Colorado agriculture and our rural communities. Their investments in this effort are essential, generous and greatly appreciated.

## TO CONTACT CARL at Colorado State University

with names of prospective participants, interest in sponsorship or for general information, questions or suggestions:

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