

Great Lakes Leadership Academy  
*Leadership Advancement Program*  
Session IV  
April 21-23, 2009  
Pierce Cedar Creek Institute  
Hastings, MI

Session IV will be held in Hastings, Michigan. The cohort will gain exposure to complex issues facing Michigan through dialogue with two panels of guest opinion leaders. Julie Brockman from the School of Labor and Industrial Relations at Michigan State University will provide the cohort a model for approaching complex issues and Gerald Jennings, MSU Department of Education will offer some tools for successful interpersonal conversations around complex issues. The participants will also look at complex issues from an intrapersonal perspective and develop individual plans for personal and professional leadership growth. Additional guest speakers include Jeff Armstrong, Dean of the College of Agriculture and Natural Resources, MSU; Tom Coon, MSUE Director; and the Director of the Michigan Agriculture Experiment Station, Steve Pueppke.

**Session Objectives**

- Hear the opinions of current leaders on the most critical agriculture and food systems, natural resources, manufacturing, and environmental issues facing Michigan's communities.
- Build awareness and understanding of the role of NGO's, special interest groups, and scientific research in these complex issues.
- Become familiar with and practice using the interest based approach to addressing complex issues.
- Develop skills for having successful conversations about complex issues.
- Learn to understand yourself in the midst of conflict and complexity and to flex your DiSC style to enhance communication and effectiveness as a leader.
- Identify and commit to a personal and professional leadership growth plan.
- Learn about the opportunities and impact of MSU Extension in Michigan communities.
- Tour a sampling of West Michigan agriculture including vegetable production and distribution, floral greenhouse, and poultry operations.

**Pre-session Activities**

- Finish Leadership Without Easy Answers, Heifitz
- Prepare to finish group norms
- Read Getting to Yes, Roger Fisher and William Ury

## Agenda

Tuesday, April 21, 2009

- 9:00 Arrive  
Coffee and light snack available
- 9:30 "Check-in"
- 10:00 Complete Group Norms  
Vicki Pontz
- 11:00 Break
- 11:15 Discussion of Leadership Without Easy Answers  
Mike Kovacic
- 11:45 GLLA "Issues teams"  
Mike Kovacic
- 12:30 Lunch

### EXPOSURE TO COMPLEX ISSUES FACING MICHIGAN

- 1:30 Issues Discussion with Michigan Opinion Leaders  
Moderator: Bill Rustem, Public Sector Consultants
- Panel One
- Chris Kolb – Michigan Environmental Council  
Dennis Muchmore – Michigan United Conservation Clubs  
Helen Taylor – The Nature Conservancy  
Anne Woowoide – Mackinaw Chapter Sierra Club
- 2:45 Break

- 3:15 Panel Two
- Sara Black – Michigan Farm Bureau  
Keith Creagh – Neogen Corporation  
Randall Gross – Michigan Manufacturing Association  
Andy Such – Sustainable Energy Coalition
- 4:30 Observations and group discussion – Bill Rustem
- 5:30 Break
- 6:00 Dinner
- 7:00 Sustainability and Leadership  
Jeff Armstrong, Dean  
College of Agriculture and Natural Resources  
Michigan State University
- 8:00 Adjourn  
[Detroit planning committee meeting](#)

Wednesday, April 22, 2009

- 7:00 Breakfast
- 8:15 Michigan Agriculture Experiment Station – What is it?
- 8:30 Michigan's Future in the Post Petroleum Economy  
Steve Pueppke, Director, MAES
- 9:30 The Role of Michigan State University Extension in  
Michigan Communities  
Tom Coon, Director, MSUE
- 10:30 Break

## A MODEL FOR APPROACHING COMPLEX ISSUES

10:45 Interest Based Approach to Complex Issues  
Julie Brockman, Assistant Professor  
School of Labor and Industrial Relations  
Michigan State University

12:15 Lunch

1:15 Practicing the Approach  
Julie Brockman

## TOOLS FOR SUCCESSFUL INTERPERSONAL CONVERSATIONS ABOUT COMPLEX ISSUES

2:15 Productive Conversations  
Jerry Jennings

3:15 Walk and Talk

4:00 Board Bus to Victory Farms, Hudsonville

En Route: Michigan's Natural Resources – Steve  
DeBrabander

5:30 Tour Victory Farms and surrounding area – Roger Victory

7:30 Dinner and Relaxation  
Sam's Joint, Caledonia

9:30 Arrive back at Pierce Cedar Creek

Thursday, April 23, 2009

7:00 Breakfast  
Check out of your room

### INTRAPERSONAL : UNDERSTANDING MYSELF AND OTHERS IN COMPLEX SITUATIONS

8:00 Success Strategies for DiSC styles in conflict  
Vicki Pontz

9:30 Solo time (journaling)

10:00 Break

### DEVELOPING MY PLAN FOR GROWTH

10:30 Creating your Personal Growth Plan  
Jerry Jennings

11:45 Lunch

12:30 Time for "In-Out" Circle

1:00 Detroit Planning Committee Report

1:15 "Check Out"

2:00 Adjourn