

COMMUNITY LEADERSHIP CONFERENCE 2020

[TOGETHER.SERVE. TRANSFORM.]

J.W. Fanning Institute for Leadership Development
UNIVERSITY OF GEORGIA

February 4 - 5
University of Georgia
Athens, Georgia

[TOGETHER.SERVE. TRANSFORM.] *Speakers*



The theme for the 2020 conference is "Together. Serve. Transform." Each of us as individuals has skills, knowledge and talents from which we can draw to help address today's leadership challenges. But when we pool our talents and skills *Together*, we can use our collective leadership to collaborate and *Serve* the needs of Georgia's communities and thus *Transform* how communities commit to developing leaders of all ages, in every community, from all walks of life.

Brittany Adams-Pope, Terence Johnson, Jaye Medlin & Raye Rawls
Public Service Faculty, J.W. Fanning Institute for Leadership Development University of Georgia

Leadership and Reputation



Wednesday, September 27
1:45 – 3:15
Workshop presenter:
Terence Johnson
University of Georgia
Leading Community Transformation through Inclusion



Engagement Scholarship consortium
Committed to excellence in the scholarship and practice of engagement locally and globally

18TH ANNUAL CONFERENCE
THIS IS ENGAGEMENT:
BEST PRACTICES IN COMMUNITY-ENGAGED SCHOLARSHIP
PRE-CONFERENCE: SEPTEMBER 24-25, 2017 | CONFERENCE: SEPTEMBER 26-27, 2017

Hosted by Auburn University with the ESC Southern Region
BIRMINGHAM, ALABAMA

Jennifer Frum Retweeted

Matt Bishop @MattBishopUGA · Aug 13
@UGALeads faculty members **Terence Johnson** and Nina Johnson did an amazing job presenting on difficult conversations to the Association of Leadership Programs. You can watch it at t.uga.edu/5St. #UGAserves

Facilitators



Terence Johnson
Public Service Faculty
Community Leadership Development

Nina M. Johnson, LMSW, APTD
Public Service Faculty
Community Leadership Development

J.W. Fanning Institute for Leadership Development
UNIVERSITY OF GEORGIA

ENGAGEMENT SCHOLARSHIP CONSORTIUM **TRANSFORMING HIGHER EDUCATION THROUGH ENGAGED SCHOLARSHIP**

SEPTEMBER 30 – OCTOBER 3, 2018
MINNEAPOLIS, MINNESOTA

Hosted by the University of Minnesota in partnership with the North Central ESC Region

Nurturing Collaborative Leaders
Nurturing Collaborative Leaders

Terence Johnson, J.W. Fanning Institute for Leadership Development

One of the best qualities for emerging leaders is their potential to become collaborative leaders. It takes a keen professional to identify, encourage, and support the growth of these individuals. This process is not intended to feed the ambition of those that clamor for the next organizational rung. Rather, it is the art of awaking the collaborative leadership skills in those that have yet to blossom.

Great Commitments Student Tour of Georgia and the New Faculty Tour of Georgia



Office of the Vice President
for Public Service and Outreach

April 4, 2019

Mr. Terence Johnson
J.W. Fanning Institute for
Leadership Development
1240 S. Lumpkin Street
Athens, Georgia 30602

Dear Terence,

I cannot thank you enough for your amazing work on the Student Tour of Georgia. You can add to your resume, "Ability to facilitate on a moving bus!" I am so glad you are part of our PSO team – thank you for always being willing to step up and help.

Sincerely,

Jennifer L. Frum
Vice President for Public Service and Outreach

c: Matt Bishop, Director

1234 S. Lumpkin Street | Athens, Georgia 30602-3692
TEL: 706-542-3352

An Equal Opportunity/Affirmative Action/Veterans/Disability Institution

Mr. Johnson,
Thank you so much for the opportunity to participate in the Student Tour of Georgia. I thoroughly enjoyed all of the activities, and I thank you for all of the time and resources that went into planning this trip. In addition to truly learning more about The University of Georgia's influence and impact throughout the state, I made lasting relationships on this trip. Once again, thank you for everything leading up to and throughout the duration of the trip. I will be sure to encourage all of my friends to apply for next year!

Sincerely,
Audrey Mitchell

Dear Terence,
This is an overdue note of thanks for your planning, counsel & leadership for the Student Tour of Georgia. The Tour would certainly have not been the success it was without you and the rest of the Fanning faculty providing context to the student learning, assuring inclusion, and bringing in the fun! I am grateful to work alongside such talented and dedicated faculty & friends! Best, Paul

UGA Outreach Retweeted

J.W. Fanning Institute for Leadership Development @UG... · Aug 17

In Moultrie, the #Leadership Legends program is equipping young African American men to positively contribute to their community and lead future generations. bit.ly/31XLajK

@Georgia_CEO @UGA_Archway #UGAserves



1 3



Engagement Scholarship Consortium
Committed to excellence in the scholarship and practice of engagement locally and globally

DEEPENING OUR ROOTS
Advancing Community Engagement in Higher Education

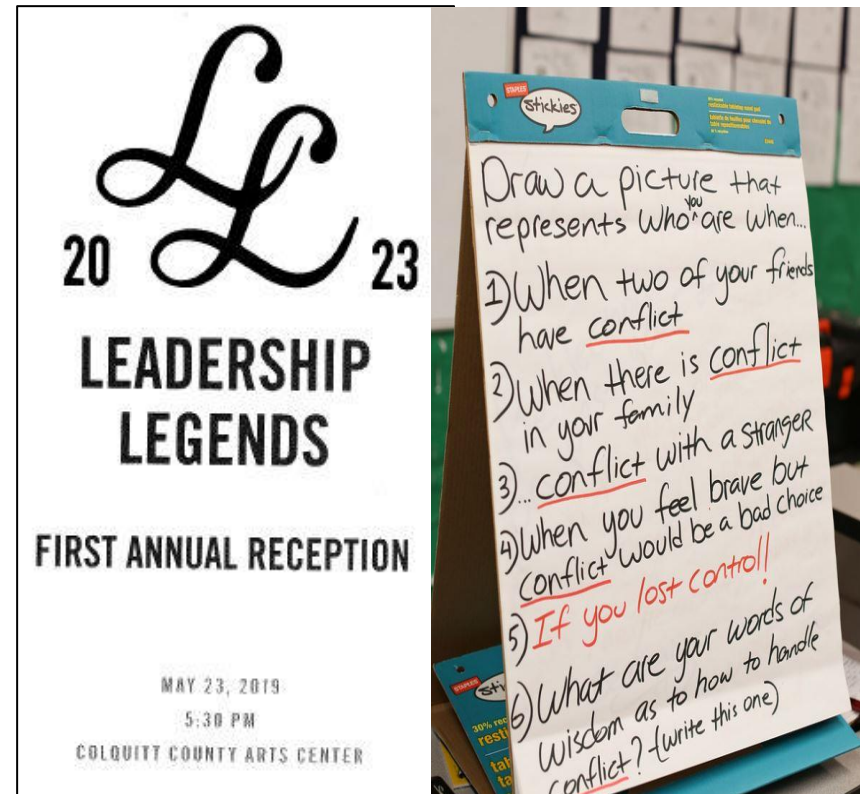
Pre-conference: Oct 6-7, 2019 | Conference: Oct 8-9, 2019

DENVER, COLORADO

Leadership Legends, National, Regional and Local Representation

Tues., Oct. 8, 2019, 11:00am – 12:00pm
Cultivating African American Male Leadership in Rural Southwest Georgia Schools

- Sarah Adams, University of Georgia
- Michelle Elliott, University of Georgia
- Terence Johnson, University of Georgia
- Brian Knighton, Leadership Legends
- Patricia Bacon, Archway Partnership



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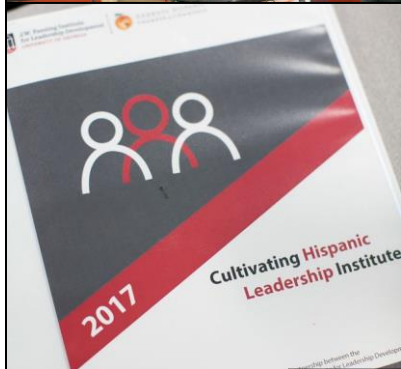
LEADERSHIP LEGENDS

FIRST ANNUAL RECEPTION

MAY 23, 2019
5:30 PM
COLQUITT COUNTY ARTS CENTER

Draw a picture that represents who you are when...

- 1) When two of your friends have conflict
- 2) When there is conflict in your family
- 3) ...conflict with a stranger
- 4) When you feel brave but conflict would be a bad choice
- 5) *If you lost control!*
- 6) What are your words of wisdom as to how to handle conflict? (write this one)



CHLI

UGA Fanning Institute for Leadership Jul 29 at 10:40 AM

25 young African leaders wrapped up their time at the Fanning Institute last week as part of the **Mandela Washington Fellowship for Young African Leaders**. Working with the UGA Office of Global Engagement and the **University of Georgia African Studies Institute - ASI**, we provided leadership training, helping participants to identify their personal leadership styles and strengths and refine their leadership skills to become more effective vehicles for civic engagement in their home communities. Learn more at <https://t.uga.edu/4LK>.

YALI

**Facilitation,
International,
National
and State**

DeKalb Neighborhood Leadership Institute celebrates graduation

October 5, 2016

This past weekend, participants in the DeKalb Neighborhood Leadership Institute – a 3-month long program focused on potential and emerging economically-challenged leaders in DeKalb County – celebrated graduation.



more active community members.

Dear Terence,

Thank you for being the facilitator for the Leadership Lawrence County Kick-off Retreat! The information provided and activities you organized were valuable assets that we will refer back to as a class throughout the year and as individuals returning to our own work environments. The Emergentius results gave insight to ourselves and a foundation to see how the group could best work together; as well seen in our approach to challenges like moving from one side of the room to the other on our unique hover board slippers! However, we also saw that we have room for improvement and that working together will get us much further than getting wrapped up in the idea of winning (like our attitudes during the balloon challenge). The retreat was a spectacular way of getting to know each other as we set out on this year long leadership class.

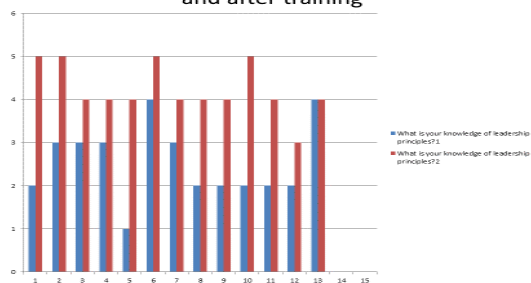
Thank you for your patience, encouragement, and guidance throughout the retreat!

*Sincerely,
Leadership Lawrence County
2019-2020 Class*

Leadership Lawrence

Evidence DNLI

DNLI: Knowledge of Leadership principles before and after training



ACKNOWLEDGEMENTS

The J.W. Fanning Institute for Leadership Development (Fanning), a Public Service and Outreach Unit at the University of Georgia, through a contract with the DeKalb County Office of Youth Services (OYS) completed this report as part of a larger effort to increase the effectiveness and reach of youth-serving programs in DeKalb County. The OYS worked in collaboration with Waleed Shamsid-Deen, of Shamsid-Deen & Associates, and Fanning to coordinate and provide access to DeKalb County citizens and sites for activities necessary to gather the data found in this report. Fanning contributors include David Meyers, Dr. Janet Rechtmann, Terence Johnson, Emily Boness, Lacey Flynn, Katie Cunningham, and Gretchen Stutz. A special thank you goes to the DeKalb County youth who participated in the youth focus group and whose artwork appears in this report. Their artwork represents their "best version" of DeKalb County through the depiction of t-shirts and bumper stickers that they produced during the focus group.



DeKalb County Office of Youth Services SWOT/GAP Analysis



POSTERS

DeKalb Office of Youth Services

LEADING FROM WITHIN: ENGAGING NON-TRADITIONAL AUDIENCES IN YOUTH LEADERSHIP DEVELOPMENT

Lauren Healey, Terence Johnson and Lori Tiller | J.W. Fanning Institute for Leadership Development

Applied Research evidence

REGIONAL LEADERSHIP DEVELOPMENT: STRENGTHENING RURAL GEORGIA THROUGH COLLABORATIVE LEADERSHIP

Louise Hill; Rich McCline, Ph.D.; Raye Rawls, J.D.; Brendan Leahy, Ed.D.; and Terence Johnson | J.W. Fanning Institute for Leadership Development

BACKGROUND

Rural development across Georgia poses unique challenges such as learning and attracting talent, business and industries, a declining population and competition for limited resources, and increasing demands of important regional issues. Addressing these challenges in rural areas requires unique solutions that transcend traditional program boundaries. Regional leadership development programs are designed to equip a group of leaders that will bring positive change to their communities at the regional level. The J.W. Fanning Institute for Leadership Development has developed customized regional leadership development programming that helps community leaders transform leadership and move regions forward.

"One of the things we have learned very well over the last 10 years or so in economic development and from working with counties is that the communities that work better together get things done, and you see that all over rural Georgia. Where we are having success is where counties and communities issue targeted and work for the betterment of everybody."
- Pat Williams, Commissioner of the Georgia Department of Economic Development

THE PROGRAMS

Middle Georgia Regional Leadership Champions (MGRLC)
The Middle Georgia Regional Commission initiated conversations about a regional leadership program with the Fanning Institute in 2013. Following several months of discussion, the concept was presented to and endorsed by the Middle Georgia Regional Commission Council.

The inaugural MGRLC program took place in 2015 and included an local leaders representing multiple sectors from throughout the 11 county region. The program's objective is to develop a committed, diverse leadership group that understands the regional issues and challenges, values the opinions represented in the group, recognizes the strengths of its members and works collaboratively to build regional success.

Locate South Georgia LEADS (LSGL)
The J.W. Fanning Institute for Leadership Development, One Smarter Solutions Development Foundation, Inc. and Georgia Chamber of Commerce partnered in 2015 to create Locate South Georgia LEADS. The program is designed to facilitate awareness of issues that are essential to the future success of the region by giving participants the necessary skills and training needed to effectively lead south Georgia in the 21st century economy. Currently, Locate South Georgia LEADS is the largest regional leadership program in the state, represented by 15 counties. Three classes have graduated from the program since 2016.



CONCEPTUAL FRAMEWORK

In both cases, the Fanning Institute responded to the partners by meeting their specific leadership and community needs through a customized program.

Institute faculty and staff met with the partners and community stakeholders to gather input, identify issues and lay out goals and objectives for the program.

Using that information, the institute designed programs that combine regional awareness with elements from the Institute's Community Leadership Program curriculum, focusing on topics such as understanding leadership, group decision making, multi-generational leadership and conflict management.

The institute then worked with the regional partners to implement and deliver the programs, while also setting both programs up for long-term sustainability.

IMPACT

- Over 200 people have graduated from the Fanning Institute's regional leadership program.
- LSGL has built stronger relationships and networks to address issues such as broadband and telecommunications infrastructure, farm growth and planning around workforce development and transportation needs, as well as regional marketing and brand awareness.
- Isam Dima, a 2016-2017 Locate South Georgia LEADS alumna, has used connections made through the program to organize a visit by representatives of a Kenya-based company that is considering making an investment in Fitzgerald's Hill County.
- A program like LEADS helps develop the leader in people and provides the spark to go back to their community and their region, get engaged and make an impact. People working on the same issues in their own community were able, through LEADS, to get together and learn from each other. It helps connect the dots between communities. - LSGL alumna
- After completing the program, every 2017 MGRLC participant indicated that the program improved their ability to affect change in the region in some capacity.
- "The leadership training helps you think about your strengths and how you can apply those in helping the region succeed. I have also benefited from the relationships built through the program. It is a wonderful asset for middle Georgia." - 2015 MGRLC graduate

NEXT STEPS

- MGRLC is currently in its fourth year.
- LSGL has started an alumni group to continue discussing and addressing issues of regional importance and further build consensus in the region.
- The Fanning Institute is working with partners to re-start a regional leadership program in northwest Georgia in 2019.



T-Shirt designed by Youth - DeKalb County Office of Youth Services



BACKGROUND

A wide body of research shows that participation in high-quality leadership programs provides substantial benefits to young people and their communities. More specifically, youth leaders demonstrate improved high school completion rates, fewer problem behaviors, enhanced civic engagement and increased self-esteem, which make them better able to solve community problems (Bloomer et al., 2003; O'Brien & Kohlmeier, 2003). Yet, many youth leadership programs target a small, select group of students that are already demonstrating high leadership potential.

This results in minimal leadership opportunities for a larger percentage of youth, those in the "middle," not typically tapped for formal leadership training.

Another trend is to wait until students are close to high school graduation or college-aged to engage them in youth leadership programs. Murphy & Johnson (2011) argue that early exposure to leadership creates a solid foundation to build on for two reasons. First, because one's personality and behavior are more malleable in adolescence, conditions are ripe for long-term developmental changes. Second, leadership development is a self-reinforcing process. As one's confidence as a leader grows, he or she is more likely to participate in leadership experiences, which increases his or her leadership efficacy (Hernsch, Avolio, Luthans, & Harms, 2002). This leadership experience at an early age can have a profound impact on future outcomes.

In an effort to provide more young people, at earlier developmental stages, the J.W. Fanning Institute for Leadership Development has collaborated with three Georgia communities and schools to provide customized leadership programs to broader youth audiences. Youth participants experience a cross-section of abilities and interests, as well as demonstrate motivation and a personal commitment to their community and schools.

THE PROGRAMS

GEORGIA POSSIBLE - CLARKE COUNTY - ATHENS, GA

In 2014, the University of Georgia (UGA) and the Clarke County School District (CCSD) partnered to create Georgia Possible, a three-year pilot program for Clarke County students that seeks to equip students for postsecondary success through leadership skills development.

More than 40 rising ninth graders from Clarke Central and Cedar Shoals high schools were nominated by their middle school principals. Meetings took a month to include leadership content, experiential college and career activities and campus field trips. In addition to the leadership development, students are also given the time and resources to reflect on academic performance as they advance through their high school experience.

The Fanning Institute facilitates the delivery of the program in coordination with CCSD and several other UGA agencies, including the Office of the President, Division of Academic Improvement, Office of Institutional Diversity, Office of Government Relations, Office of Service Learning and UGA Undergraduate Admissions.

WALTON GROVE HIGH SCHOOL - WALTON COUNTY - LOGANVILLE, GA

In 2016, the Fanning Institute met with Walton Grove High School in Walton County to discuss leadership programming. The school sought leadership training to a broader range of students, while also giving students an opportunity to engage in school service. As a result, institute faculty and staff helped the school create not only a Student Steering Committee, but also a youth leadership steering group that provides leadership to committee members.

Students are nominated to the committee by teachers and receive leadership training and an introduction to strategic planning through the creation of programs of initiatives for the school to consider implementing.

In addition, the institute and school have partnered to create a Student Steering Board, which provides those students with more advanced leadership training to prepare them to guide the implementation of the larger steering committee's recommendations.



LEADERSHIP LEGENDS - COLQUITT COUNTY - MOULTRIE, GA

In 2017, community leaders in Moultrie met with Fanning Institute faculty to discuss a program that would create a pipeline of African American males who would become productive members of Colquitt County and lead a transformational change process for their community, resulting from those discussions is Leadership Legends, a three-year leadership development and mentoring program for young African American males in Moultrie.

Leadership Legends consists of 15 African American eighth grade males in Colquitt County who will remain in the program through their sixth grade year. Youth were selected for the program through a process that involved school and community officials identifying potential participants, who were then asked to make a commitment to participate in the program.

IMPACT

GEORGIA POSSIBLE

Thirty-five students meet bi-monthly during the school year.

Monthly meetings with UGA and CCSD help to monitor students' academic progress and guide program content.

As the first year of the pilot comes to a close, plans for years 2 and 3 are progressing.

The impact has gone well beyond the selected students in the Georgia Possible program as those students have served an exemplary role models for their peers," Dr. Deborah Moore, superintendent of CCSD.

Student quotes:

"Thank you for teaching us college, high school and leadership opportunities that can help us later on in life."

"I have been having fun and it helps me with who I want to be and need to be."



CONCEPTUAL FRAMEWORK

Each of these programs incorporate the Fanning Institute's community or youth leadership development curriculum. Some of the main areas covered include understanding personal leadership styles and the leadership styles of others, leadership types, effective communication, goal setting and collaboration.

While specific curricula is used, the process is community-driven and customized to address the needs of each individual community. Faculty and staff from the institute meet with local partners and community members through focus groups, interviews and program design sessions to determine an appropriate leadership approach.

The institute then designs a program that incorporates selected areas of leadership development curriculum with other topics based on community feedback, establishes a program timeline and assists as requested with the implementation of the program.

LEADERSHIP LEGENDS

"I have seen a tremendous change in the attitude of my son since being part of the Leadership Legends program." - parent of program participant

Once the first group of students completes the program in two years, they will mentor the next group of participants.

WALTON GROVE HIGH SCHOOL

Graduation Rate - 78.3 percent in 2013-2014 to 86.4 percent in 2018

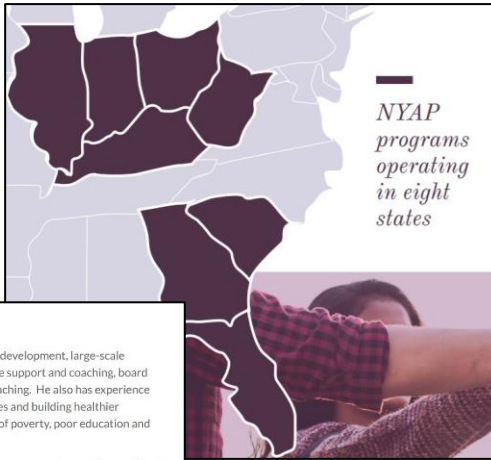
Student Steering Committee members have designed and implemented three service projects that continue today: "Wanted Day," "Everyday Warrior" and "Warriors Leading Warriors."

"This definitely had a major impact on our school," said Dr. Sean Callahan, Walton Grove High School principal. "Behavior has improved, and respect for each other and their differences has been enhanced. This is what education should be about: preparing students to be productive and work with others. The students are more involved in their school and feel good that they can make an impact."

CITATIONS

- Bloomer, G., Casey, A., Aiba, Y., Ostrowski, G., & Alantara, L. A. (2003). Chicago Latino youth leadership institute: An asset based program for youth. *Review and Issues Digest, The Leadership Quarterly*, 19, 669-694.
- Hernsch, S. T., Avolio, B. J., Luthans, F., & Harms, P. D. (2002). Leadership efficacy: Review and future directions. *The Leadership Quarterly*, 19, 669-694.
- Murphy, S. R., & Johnson, S. K. (2011). The benefits of a long-term approach to leadership development: Understanding the needs of leadership. *The Leadership Quarterly*, 22, 429-478.
- O'Brien, J., & Kohlmeier, J. (2003). Leadership: Part of the civic mission of schools? *The Social Studies*, 94(4), 164.

NYAP National Board



NATIONAL YOUTH ADVOCATE PROGRAM
 CARING FOR PEOPLE • CONNECTING COMMUNITIES • PROMOTING PEACE

TERENCE JOHNSON



Terence's expertise includes program start-up and development, large-scale systems reform, training, consulting, administrative support and coaching, board development, strategic planning, and executive coaching. He also has experience helping community leaders with performance issues and building healthier communities in areas stricken with the challenges of poverty, poor education and gangs.

Johnson has more than 30 years' experience as a leader in the public service arena, and most recently was vice president of programs for the United Methodist Children's Home.

He was the founder of Proof Positive Training and Development Center; CEO of Catalyst for Care; director of Father Flanagan's Boys Town of Georgia, vice president of Neighbor to Family Sibling Foster Care Program in Georgia, Maryland, North Carolina and Virginia; director of the Office of Provider Management for the state of Georgia; and nationally trained consultant and coach for the child Welfare Policy and Practice Group. Johnson also served as a lead teacher in an alternative school in Los Angeles, California. In addition, Johnson serves on multiple Boards and is involved in his community issues.

Interview with Mary Early Francis

Terence Johnson

faculty member at the Fanning Institute, had the opportunity to interview Mary Frances Early, the first African American to receive a degree from UGA, during the Black Faculty and Staff Organization's annual founder's event in the fall. This week, as UGA celebrated naming the College of Education for Mary Frances Early, Terence, who is the BFSO vice president, reflected on that discussion:



"We had a fireside chat with her in a room of hundreds of people—we talked as if it were just us. I told her she reminded me of a beautiful moth flying into the flame—but she didn't burn—she stood in the fire and changed the temperature! I asked where she got her strength. She mentioned her personal relationship and encouragement from her family and Dr. Martin Luther King Jr. It was by far my favorite day at UGA!"

J.W. Fanning Institute for Leadership Development @ · Jun 28, 2019

Terence Johnson, Andy Christopher and Brianna Yoder are the winners of this year's Sisson Community Leadership Development Award, made possible by the generosity of Fanning Institute advisory board member Dan Sisson. t.uga.edu/54y

Sisson Award



Black Faculty and Staff Induction – 2019 VP of Staff