



CONNECTION

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EPSILON SIGMA PHI

National Honorary Extension Fraternity

1999 satellite conference featured presenter is Denis Waitley

The Future-Proof Leader: Effectively Managing Change and Balancing Professional and Personal Priorities in the Knowledge Century

December 2, 1999

by: Chuck Bell, Ohio

INSIDE THIS ISSUE:

Tips for mentors	2
PILD scholarship dollars working	3
21 action steps for a 21st Century leader	3
Works by Waitley	3
The 99 word from JCEP	4
Meet Denis Waitley	5
Faces that make a difference	5
Chapters in good hands	6
New joint conference day in Minnesota	7
The Land Grant Training Alliance	8

If you view the ESP national professional development downlink on Thursday, December 2, 1999 you'll increase your knowledge of how to successfully balance your professional and personal priorities in the 21st century. Dr. Denis Waitley will be inspiring, informing and challenging us as he presents "The Future-Proof Leader: Effectively Managing Change and Balancing Professional and Personal Priorities in the Knowledge Century".

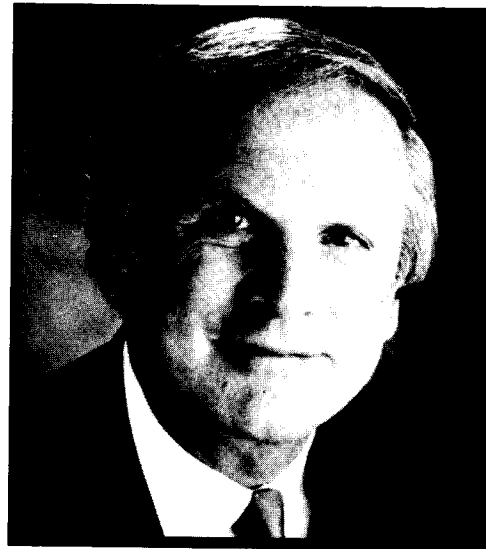
As has been done three times before, the downlink will originate from the ESP National Professional Development Conference. This year's overall conference theme focuses on achieving balance in work and personal life. The National ESP Professional Development Committee, chaired by Jim Lindquist, National Second Vice

President, has been communicating with Dr. Waitley. They shared with him their insights into the challenges Extension professionals face in keeping work and personal life in balance. Committee member, Chuck Bell, Ohio, is facilitating the arrangements for the content and the technical side of the satellite broadcast.

Last year Epsilon Sigma Phi chapters cooperated with their state and regional Extension units to make the professional development

downlink broadcast available in their states or territories. The chapters' roles varied from promotion to actually providing funding. In several states ESP garnered the cooperation of the other agents' associations to

(See Waitley page 2)



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(Waitley from page 1)

jointly sponsor the downlink.

By combining resources for the national conference and the downlink, ESP is able to give Extension professionals access to the highest quality presenters in the field of human capital building. In 1995 and 1996 resources were employed from the Covey Institute. Last winter the Peter Senge group was engaged. For 1999 a contract has been signed with the Waitley Institute.

Waitley understands the challenges in family relationships, especially those of balancing career and family. He has “walked-the-talk”. In our

conversations with him he recounted the times when he spent more on airfare to return home to a little league game or a play than he was paid to speak. He believes that the quantity of time matters as much as the quality. His children cherish collages of photographs depicting times when they were together. During the downlink broadcast, Denis Waitley will address how to manage work and life balance and how the qualities you need as a professional apply to being a parent, spouse and a part of the community.

What could chapters do now to prepare for the

downlink? Now is the time to tell others about the ESP 1999 professional development downlink. Reserve the date of December 2 on your calendar and encourage your colleagues to do the same. Downlink site reservation calendars should be marked now so equipment will be available. The registration details will be released around June 1. They will be posted on the ESP national website, printed in the next ESP Connection in late summer and sent out to states by direct mail.

Additional information about Dr. Waitley is printed on pages 3 and 5.

Tips for mentors

Stepping forward to retain new and reclaimed members

by: **Bernadette G. Watts, National President**

According to our National ESP Executive Director, chapters report that over 300 new members have joined ESP in 1999. Our challenge is to keep them for life. One action strategy Epsilon Sigma Phi is embarking upon this year to retain new members and reclaimed members is the establishment of a **MENTORING SYSTEM**.

ESP desires to reduce the revolving door syndrome of losing its valuable association members. The initiation of an ESP mentoring linkage encourages chapter leaders to recruit current members to serve as an assigned mentor for new and reclaimed members for one year. Corporations, educational institutions and a few state Extension Services have used this concept for a long time. This spring semester, a colleague and I taught a distance learning graduate course at North Carolina State University entitled, “Mentoring in Agricultural and Extension Education.”

Mentoring is defined as the process of pairing an experienced individual (mentor) with a novice individual (mentee) in a profession or skill competency area for career or personal development by coaching, teaching, counseling, supporting, and modeling desired competencies and behaviors. The role of ESP mentors

primarily spans association development. An ESP mentor is not a supervisor or boss, but rather a coach.

Here are some suggested tips for ESP mentors to employ:

1. Establish a helping relationship with the new ESP member.
2. Schedule times for meetings and other preferred methods of communicating.
3. Provide an update on history and impacts of ESP nationally and for your state chapter.
4. Introduce mentee to state and national leadership via newsletters, national website and conferences. Some states also have websites.
5. Discuss and study the ESP Handbook (see national ESP website or chapter president for a copy).
6. Describe the ESP operational calendar, types of memberships, committees, awards, recognitions and other professional development opportunities offered members.

(See Mentors page 8)



Works by Waitley

1999 professional development downlink
presenter

Books

Empires of the Mind
The Psychology of Winning
The Winner's Edge
Seeds of Greatness
Being the Best
The Double Win
Winning the Innovation Game
(with Robert Tucker)
The Joy of Working
(with Reni Witt)
Timing is Everything
The New Dynamics of Winning

Audiotapes

The Psychology of Winning
Seeds of Greatness
The Double Win
The Inner Winner
Being the Best
How to Build Your Child's Self-Esteem
The Course in Winning
The New Dynamics of Winning
The Psychology of Human Motivation
The New Dynamics of Goal

21 action steps for a 21st Century leader

by: Dr. Denis Waitley

1. Act self-employed, but be a team player.
2. Be flexible in the face of daily surprises.
3. Take a proactive approach to your health.
4. Conduct a personal inventory of your "knowledge resources".
5. Increase your reading, writing and vocabulary proficiency.
6. Constantly upgrade your computer literacy.
7. Become a global networker.
8. Get a personal home page on the WWW, now.
9. Be responsible for your financial security.
10. Start living in "Prime Time."
11. Take more mini-vacations to maximize your productivity.
12. Benchmark the world's most admired organizations and people in and out of your industry.
13. Set up a learning resource with both professional and personal development materials.
14. Integrity is a 24 hour a day, seven days per week commitment.
15. The most important meetings you will ever attend are the meetings you'll have yourself.
16. Balance "High-Tech" with a "High-Touch" environment.
17. Institute a more dynamic, proactive system for getting back to people.
18. Repeat business and profitability are directly related to relationships of trust.
19. Be committed to keeping your personal and professional life in balance.
20. Create your own personal mission statement for all areas of your life.
21. Chase your passion, not your pension!

PILD scholarships dollars working

ESP scholarship dollars were at work at the 1999 Public Issues Leadership Development Conference (PILD) in Washington, DC. Roger Selley, Michael Gerst, Nellie Oheler and Louise Turner were each granted a \$500 ESP scholarship to partially fund their participation in PILD. The grants were made by the National Board based on recommendations of application reviews made by the Membership Services Committee.

Roger Selley is a faculty member in the Department of Agricultural Economics at the University Nebraska and works out of the Nebraska South Central Research and Extension Center. Michael Gerst is Extension Information Technology Specialist for the Texas Agricultural Extension Service. Nellie Oheler is Extension Agent in Lane County, Oregon. She has done in-depth programming in Family and Community Leadership (FCL). Louise Turner is Extension Agent and Chair for Kitsap County, Washington. She works in a diverse and rapidly urbanizing county.



CONNECTION

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The 99 word from JCEP

by: Emily A. Remester, 1999 JCEP Chair

The Joint Council of Extension Professionals (JCEP) has connected Extension professional organizations for a decade. The partner organizations in this professional organizational network are: (1) Epsilon Sigma Phi, Inc., the National Extension Honorary (ESP); (2) the National Association of County Agricultural Agents (NACAA); (3) the National Extension Association of Family and Consumer Sciences (NEAFCS); and (4) the National Association of Extension 4-H Agents (NAE4-HA). Each partner is represented in the network by its president, president-elect and past president. Plus there is one liaison each from the National Extension Committee on Organization and Program (ECOP) and the federal Extension partner at the USDA. At this time those liaison roles are filled by Milan Rewerts, Extension Director, Colorado State University for ECOP and Joan Gill for the USDA/CSREES.

The 1999 JCEP officers are:

- Emily Remester (NEAFCS), President
- Donna MacNeir (NAE4-HA), President Elect
- Jean Clarkson-Frisbie (NEAFCS), Secretary
- Madeleine Greene (ESP), Treasurer

The three major JCEP projects have been the annual winter Regional Officers' Workshops, annual Public Issues Leadership Development Conferences (PILD), and the 1997 National Galaxy Conference. Currently, Galaxy II plans are on the "drawing board" for 2003. A request for intents-to-bid-to-host Galaxy II were distributed at this year's regional workshops.

Epsilon Sigma Phi is arranging the Regional Workshops for 2000. The schedules and sites have been determined. They are:

Southern Region	February 3-5, 2000	Baton Rouge, Louisiana
North Central Region	February 6-8, 2000	Cedar Rapids, Iowa
Northeast Region	February 24-26, 2000	Annapolis, Maryland
Western Region	February 27-29, 2000	Tucson, Arizona

By putting the experiences gleaned from Galaxy I to work, the planning process was redesigned for this second mega conference. A process of applications will be initiated very soon for the selection of the Galaxy II chair. Committees will be selected at a later time.

All JCEP member organizations are urged to be full participating partners in the emerging joint conference. It is good to share with you that ECOP highly commended JCEP for the first Galaxy conference and is on record as being supportive of this second Galaxy venture.

Overall, the evaluations were positive for Galaxy I. Because so many Extension educators, administrators and scientists belong to more than one of the JCEP organizations, Galaxy I provided the opportunity to select from a broad spectrum of programs to benefit their diverse endeavors. Each association's membership had an opportunity to learn about the other associations and their modes of operation. The uniqueness of each of the partner organizations is valued and appreciated in the deliberations of JCEP.

For the regional workshops, the sponsorship rotates among the partner organizations. We are grateful to the NACAA regional directors for making the arrangements this year and look forward to enjoying the hospitality arranged by Epsilon Sigma Phi in 2000. This year's leadership training program focused on developing skills to work with the political structure.

In April, Extension professionals went to our nation's capital city for the PILD Conference. Speakers addressed current Extension initiatives. Each participant had an opportunity to visit their Congressional delegation at the Capitol. PILD concluded with discussions of how to implement the information gathered in Washington, D.C. to impact state and local officials. PILD is open to all Extension professionals. Despite the possible impressions of lingering traditions, PILD isn't a delegate conference. It is a professional development program everyone may incorporate when his/her training package is finalized with area directors, state leaders, etc.

In addition to these professional development conferences, JCEP is hard at work on other things to foster a unified front for Extension. Even though the training opportunities are the most visible, there's much more. JCEP represents the

(See JCEP on page 5)



(JCEP from page 4)

voice of Extension educators at the ECOP table. Written reports are submitted to each ECOP meeting which address key issues on the agenda for consideration. The JCEP Council meets once each year with the ECOP group to discuss important issues coming forth from the membership of the partner organizations. Also, there is a JCEP representative on the ECOP Budget Committee, as well as the ECOP Personnel and Organizational Development Committee.

Efforts are being pursued to combine the insurance policies of each organization to acquire equal or greater insurance protection for less cost. The possible combined use of meeting planners is under study. Options for combined administrative offices are being studied.

Meet Denis Waitley
Presenter for 1999 ESP National Professional Development Downlink

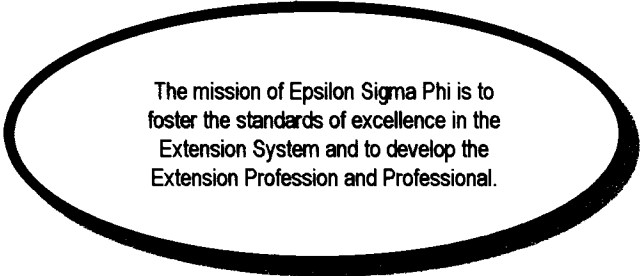
Dennis Waitley is one of the most sought-after keynote speakers in the nation. He has inspired, informed, challenged and entertained audiences for over 20 years. Recently he was voted “platform speaker of the year” and inducted into the International Speakers Hall of Fame.

He is a graduate of the U. S. Naval Academy at Annapolis and former Navy pilot. He holds a doctorate degree in human behavior from La Jolla University.

After leaving the Navy, Waitley went to work for Jonas Salk, a brilliant but introverted scientist who preferred lab work to fund raising and public relations. Denis became Dr. Salk’s mouthpiece, raising millions of dollars for the Salk Institute for Biological Studies and developing his speaking skills at the same time. Salk inspired Waitley to pursue graduate studies and introduced him to some of the great minds of the time, including Carl Rogers. Abraham Maslow, William Glasser and Victor Frankl. His doctoral dissertation was on the experiences of American prisoners of war in Korea and Vietnam. He used his understanding of behavior psychology to counsel returning POW’s and to create simulation and stress seminars for NASA’s Mercury, Gemini and Apollo astronauts.

He continued his work at the Salk Institute where he met Earl Nightingale, a pioneer in the field of inspirational speaking, who helped Waitley mold his dissertation into a motivation program. Eventually, THE PSYCHOLOGY OF WINNING was born, and Waitley’s passion became his living.

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Faces that make a difference
Alaska project

“Faces that Make a Difference”, according to Natalie Thomas, “will demonstrate the use of multimedia software for creating an interactive model and for archiving information that can be accessible to anyone via the WWW or through the distribution of CD-ROM’s. The design will include a biographic sketch of five individuals who demonstrate an exemplary employee model for others to follow. Photographs, education, work experience, professional development, membership and leadership in organizations, awards and recognition, volunteer activities, hobbies, publications and special accomplishments will be used. It could be used as an important tool to inform stakeholders about Alaska Cooperative Extension as well as capture and preserve the history of this profession in Alaska.”

This work will be partially funded by an ESP national mini-grant.



Chapters in good hands

Collections from Regional Leadership Workshops

by: Laurel Kubin, National President Elect

(Editors Note: The National President Elect attended all four of the regional winter workshops. She and the respective Regional Vice President co-facilitated the ESP training sessions. This year Kubin gave special emphasis to the process of strategic planning and collecting feed back on a proposal for changing the national dues structure.)

Epsilon Sigma Phi chapters are in good hands! This is the impression I received while attending the four Regional Leadership Development Workshops in February. Chapter leaders showed commitment and shared many good ideas with each other. The workshops provide an opportunity for leaders to learn about ideas that work in each chapter. Participants also reviewed the expiring 1994 ESP *Plan for the Future* and provided ideas for its update.

I was interested in learning about some of the chapters' unique efforts. A few are mentioned here to share with you a sampling of the significant impact being made by state chapters. To learn more about any of these ideas, go to the ESP National Home Page and click on the state's ESP president's name to send them an e-mail of inquiry. Apologies are extended to chapters not mentioned. The omissions are only due to lack of space. It certainly is not the lack of great things going on!



Jean Clarkson-Frisbie and Laurel Kubin, ESP President Elect, were reunited friends at the winter regional workshop in Indianapolis. Kubin facilitated strategic planning with an eye on the 99 Super Bowl festivities! Her Colorado roots draw her into the Bronco fan set in Bronco attire!

North Central Region

Ohio has started a Creativity Grant and an Excellence in Extension Award. The latter award includes a check for \$1000 and Cooperative Extension also adds a \$1000 per year stipend to the recipient's salary. Members in **South Dakota** enjoy picnics held in the eastern and western parts of the state. Members in **Iowa** are privileged to participate in a Professional Improvement Day. **Wisconsin** members are involved in raising funds to name a room in the new Distance Education Building. This is involving the Extension retirees, too. **Kansas** members are leading an effort related to retirement equity. A panel of retirees held a "Keeping Retirement Working For You" session at

Minnesota's annual conference. They have reinstated 24 former members, too. Their retirees committee creates a *Retiree's Directory* with the ESP symbol denoting members. **Nebraska** retirees have two organized activities each year. **Indiana** sponsors a day long session twice each year on "Prescription for Financial Health". The retirees sponsor a "Getting Your House in Order" workshop. **Illinois** stepped to the plate by approaching the legislature on behalf of surviving spouses of retirees who weren't adequately covered by medical insurance. Members also benefited from retirement seminars held via Telnet throughout the state. This was made possible via an ESP National Mini-Grant.



Western Region

Oregon has successfully reinstated several former members and is developing a web page. Their retirees will sponsor 3 workshops at the state conference. **Utah** is looking at recruiting staff of the University Extension - Continuing Education Office as potential members. **Alaska** communicates with members, including retirees, primarily by e-mail and an ESP list serve. **Washington** holds meetings by teleconference. **Colorado** retirees hold an annual summer BBQ. **Idaho** is compiling a historical file of award winners.

Southern Region

Louisiana has obtained financial sponsorship of some of their activities. **North Carolina** has a new members breakfast at the

annual meeting where they meet board members and are welcomed. **Arkansas'** newsletter is distributed by e-mail, with hard copy sent to retirees. **Mississippi's** goal is to have a mentor for each new member. **Virginia's** board meetings are conducted by teleconference. **Florida** initiated more new members last year than they have in over 20 years. **Alabama's** auction helps defray expenses of retiree attendance at National Conference. **Georgia's** web page will list award recipients' names and awards. **South Carolina's** annual meeting is held at the state fair which draws numerous retirees. **Puerto Rico** sponsored a workshop on personal defense. **Texas** members were engaged in a "Camelot on the Brazos" by the A&M Historian.

Northeast Region

West Virginia is involved in supporting an initiative to maintain availability of a current faculty health insurance plan. **New York** sponsored a conflict management workshop led by the chapter president and funded by a National ESP Mini-Grant. **Delaware** hosted a "Day in the Life of Extension" bus trip that focused on adult education methodologies that varied from studying contrasting uses of land and land use issues, visiting Children Youth and Family At Risk sites, studying inland bays and nutrient management and water quality issues, and working with the media. **Pennsylvania** supported distribution of "Extension Extended", a compilation of retiree "doings".

New joint conference day in Minnesota
Took a forward look to potential backward steps

"We live in exciting and challenging times", wrote Sheila Craig, Minnesota Chapter President, in their April chapter newsletter. "It's not business as usual. The Extension Associations will be holding their own event this year. ESP has been included in this venture. And we are sponsoring the conference keynote speaker. We have received a national ESP mini-grant to provide this professional development feature."

The established and enduring practice in Minnesota to have the association and ESP meetings along with the fall State Extension Annual Conference wouldn't fit in 1999 with the statewide professional development plan. So, ESP and the other associations faced the consequences of the reality stemming from the impending changes by combining resources to provide their own spring stand alone association day.



The Pi Chapter in Minnesota will stage their scholarship fund raising auction at the Minnesota Extension Service Professional Development Day.



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(Mentors from page 2)

7. Encourage mentee to volunteer for committee membership locally/nationally, apply for chapter awards, national mini-grants and scholarships.
8. Invite the mentee to attend your state ESP meeting with you.
9. Encourage mentee to attend National ESP Conference and to submit a concurrent session proposal.
10. Contact the mentee when the dues are payable.
11. Provide Extension education and programmatic assistance if the mentee does not have an assigned mentor in their respective program area.
12. Employ active listening skills, constructive feedback and principles of situational leadership in the mentoring relationship. After all, mentors gain from mentees in a mutual benefit model of professional and personal growth and development.

The Land Grant Training Alliance

by: Mitch Owens, North Carolina

The Land Grant Training Alliance (LGTA) provides staff development opportunities to many members of ESP. Members of LGTA are technology training and development specialists, most of who are employed by universities within the Land Grant University System. The effort was created to allow technology training and development professionals a vehicle to share and build on each other's efforts. Begun in 1994 with the creation of a course taught across the Internet, the LGTA now has 23 courses. In addition, several members of the LGTA now share job aids or educational materials.

The efforts of this group provide an excellent model for collaboration among Cooperative Extension professionals in a networked world. The Internet and projects like the LGTA are just a peek of what may be a full view of the future. Extension professionals interested in providing staff development in any area of Extension professionalism will soon be able to explore new and exciting collaborations across the Internet. Check out the LGTA at the following location on the Internet:
<http://www.lgta.org>

