

Frequently Asked Questions



4-H Pathways Leadership Institute

1. What is the 4-H Pathways Leadership Institute?

The 4-H Pathways Leadership Institute is the second phase of the 4-H Pathways initiative, a project of the ECOP 4-H Leadership Committee. 4-H Pathways is a core component of 4-H's goal to reach 10 million youth by 2025 by ensuring that the program reflects the diversity of the nation and embraces the kind of organizational change and innovation that will be required to succeed.

The Institute is a customized, two-day, intensive leadership program designed to drive innovation and develop creative partnerships at the state level, equipping you with the tools needed to achieve the strategic change and growth of your 4-H and Extension programs in alignment with the broader goals of the University.

Participating Universities in the 4-H Pathways Leadership Institute include:

- New Mexico State University
- North Carolina A&T State University
- University of Connecticut
- University of Delaware
- University of Florida
- University of Idaho
- University of Missouri
- University of Nebraska
- University of New Hampshire
- University of the Virgin Islands
- Virginia Tech
- Washington State University
- West Virginia University

2. Why should I attend the Institute?

The Institute will provide thought leadership to guide you as you travel along the Pathways process and will offer you the space and time to dedicate to the important work of relationship-building as you develop your change management strategy to drive the growth and wellbeing of your 4-H and Extension programs, and support the broader goals of the University.

3. Who else is attending the Institute?

The ECOP 4-H Leadership Committee will engage three person teams (or, “triads”) from up to four Universities that represent State 4-H leadership, Extension Leadership and Land-Grant University leadership. Teams are comprised of a 4-H Program Leader or Assistant Program Leader, Director of Extension or other senior leader as designated by the Extension Director, and University President, Chancellor, Provost, or other senior member of the LGU.

4. What is the timeframe and format of the Institute?

The Institute will take place over two consecutive days during working hours via an online platform designed to give as much of an in-person, collaborative feel as possible. The Institute will have a business school format, including case study discussion and small group work. Below is a condensed summary of activities, and additional specifics will be shared at a later date.

Day 1: keynote speaker, teams share their value proposition and barriers to success; review/discuss cases with the Institute teachers; breakout time dedicated to working groups.

Day 2: review/discuss cases with the Institute teachers; breakout time dedicated to working groups; teams present their plans; final discussion/evaluation.

5. Do I need to prepare anything in advance of the Institute?

In addition to providing biographies for each attendee, we do ask that each team submit a one-page “Impact Report” for your program that includes the number of people reached, budgetary status, number of FTEs and volunteers, etc. to showcase how your program has evolved over a 10-year period. There will also be a section for identifying who your current competitors are and why. A template will be provided in your welcome packet.

We also ask that you meet with your team in advance of the Institute to identify your team’s value proposition and barriers to growth (2-3 sentences maximum). Each team will submit a slide with their value proposition and will share their problem statement with the group at the start of the Institute. The slide template will be provided to you.

6. How is the Institute different from other change management interventions?

Contrary to other interventions that may have promised a “silver bullet” solution to your program’s issues, the Institute is centered on the relationship of the triad and on what each member is willing to contribute to the development and implementation of the plan. In short, you will only get out of the Institute what you put into the Institute. The Institute will provide guiding questions and case studies for intervention but will not provide the answers. The answers will be developed organically through your triad team working groups and will be presented for peer review. The Institute will also support your progress after the close of the session by facilitating forums for participants to continue to share key learnings, identify common roadblocks, and discuss course corrections as you make your way along the Pathways process.

7. How much does it cost and what types of payment are accepted?

The Institute costs \$200 per person (\$600 per triad) to cover the costs associated with facilitating a quality Institute and wholistic Pathways process. Wire transfer is the preferred method of payment, and an invoice with instructions will be provided in your welcome packet.