

Leadership

Why is this a
Chamber
responsibility?

What do our industry
leaders have to say?

" After celebrating our 10th year ,over 240 alumni now make up the chambers leadership graduates. This program has not only provided the **Brainerd Lakes** community with new and stronger leaders, but has added value to our volunteer pool for chamber committees and board members. Chamber member businesses investing their staff in the program have gained skilled personnel that can help lead their companies in these economic times. A broader perspective of the community and a strong peer base are key to the success of business."

"We are presently in our 29th year of Leadership Saint Paul and recruiting for our 30th year to begin January 2010.

Leadership Saint Paul is the flagship education program for the Saint Paul Area Chamber of Commerce. Graduates of this 10 month program consider themselves among the elite in community leaders. There is a unique bond that is lasts well beyond the experience."

"The **Dakota County** Leadership Academy (DCLA) is a very effective partnership that allows for us to further our goal of finding, developing and involving future leaders within Burnsville and the surrounding area, while at the same time providing the participants the leadership development training they desire for use both within their companies and the community. It's a win-win-win for our Chamber, our community, and the participants and their respective organizations."

"The **St. Cloud Area** Chamber of Commerce Leadership Program helps new members of our business community come up to speed quickly about the most important power structures and underlying infrastructures of our area. It also provides new and useful information to members who may have been in our business community for awhile. We find that the graduates from our program go on to do great things as volunteers for our Chamber and as future community leaders. Their word of mouth is our best program promotion and encourages new participants to apply in subsequent years."

I look to the past leadership graduates for potential new committee and board members. These opportunities give emerging leaders a chance to "practice their leadership skills" even if that opportunity isn't available at their place of work. These are the leaders that I know have a good working knowledge and a passion for our community. Growing leaders in a community is one of the most important things a chamber can do.

Elk River Area Chamber of Commerce

Winona Chamber Leadership Program –

- net revenue of \$5,000 to \$6,000 realized each year.
- several companies that rotate 2 or 3 new staff people through each year, that is how satisfied there are with the program - it is in their HR training/staff development budgets.
- often see the "graduates" start popping up on Chamber committees and other community leadership roles.

"We have had Leadership **Owatonna** graduates go on to lead City commissions, service clubs, businesses, and one lead the charge to build an aquatic center. We need people with good ideas to get involved in the development of our city, this program helps cultivate those people."

The **Hibbing Area** Chamber of Commerce leadership program focuses on emerging or new leaders in the community. It provides us with an opportunity to help them become involved and engaged in our chamber and community. It also gives me an opportunity to learn more about important part of our membership. In turn, we can design programming that better suits their needs.

"The **Greater Mankato** Leadership Institute provides a quality nine-month program to grow and nurture the development of strong, community minded leaders across our region. It continues to be a legacy program that our board and members value greatly."

"The **Hutchinson** Leadership Institute assists in developing new leaders, allowing them to be better equipped to advance both our local businesses and our community. This helps to assure our economic viability in these changing times."

"We are just entering our fourth year of Leadership

Austin. It has quickly become one of our most visible and exciting programs. We partner with our local college, and have received excellent reviews from participants and businesses involved. Most importantly, our graduates are getting more involved in our community and organization!"

Sleepy Eye relies on a Leadership program through an organization called Bridging Brown County. They provide leadership training sessions and have sessions in each of the communities in Brown County. The sessions are about each community visited that day. It is a very worthwhile program and while it does not necessarily pertain to Chamber leadership it offers different aspects of community leadership.

WHY NOT?

- ❑ In the Metro area many others offer the same.
- ❑ Time constraints.
- ❑ Financial limitations.
- ❑ Don't know why not!
- ❑ Working on it now.
- ❑ Need help with a structure.

Common Elements of a Leadership Program

- ❑ Conveying the skills and traits of good leaders
- ❑ Raising awareness of local assets and challenges
- ❑ Building camaraderie within the class

Faribault's Future Program

- ❑ 13 years
 - Managed by the chamber for last 8 years
- ❑ Blandin Community Assessment Model
- ❑ Leadership Curriculum
- ❑ Team Building
- ❑ Leadership in Action
- ❑ Community Project
- ❑ Personal Mission Statement

Program Variations

- Three days – to 10 months
- Half days – full days
- Volunteer lead to Professional instructors
- For fun - for college credit
- Myers Briggs and other professional assessments or volunteer leader testimonials
- Staff managed – volunteer managed
- \$145 - \$2095

Assessment

- Review the purpose
- Check in with employers
- Stay in touch with Alums
- Promote successes

Inspiration

- Shared best practices
- Fair warnings
- New ideas to implement
- Help for those getting started

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