

Kentucky Extension Leadership Development (KELD) Logic Model

Inputs

- *Extension Agents
- *Extension Specialists in Community and Economic Development
- *Extension Program Specialists
- *Local civic leaders
- *Technology
- *Materials

Outputs

Activities

- *Theoretically-grounded and research-based resources developed for leadership training in diverse situations (e.g., community, organizational, individual)
- *Community-based leadership development workshops
- *Extension-based leadership development programs for youth, adults, and Extension Council members
- *Educational sessions for Agents to develop personal leadership skills and to build their knowledge for offering similar training to community residents
- *Web Resources compiled for coalitions and collaborative groups

Participation

- *Extension Agents
- *County-based community leadership program participants
- *4-H youth
- *Members of FCS Homemaker's clubs
- *Agricultural producers
- *Extension Council members
- *Nonprofit organizational members
- *Other regional (e.g., EKY Leadership) and state leadership development programs

Outcomes – Impact

Initial Outcomes

- *Basic understanding of the foundations of leadership development and its applications in intrapersonal, interpersonal, organizational and community contexts
- *Skills and knowledge on becoming more effective leaders
- *Develop more adequate perceptions of leadership due to training opportunities for organizational and community leaders
- *Extension agents develop a basic understanding of how to implement leadership development into county programming

Intermediate Outcomes (Practice Change)

- *Participants are more active as informal community leaders
- *Participants take on formal organizational leadership roles
- *Participants take on formal community leadership roles
- *Participants initiate collaborations and coalitions with other leaders
- *Increased implementation of leadership development practices by Extension agents within county programming

Long Term Outcomes (SEEC)

- *The base of potential community or organizational leaders will be broader and more diverse (e.g., age, race, gender)
- *The number of locally initiated projects will increase over a defined period of time
- *Program participants serve as leadership trainers and/or mentors for others
- *Extension agents are equipped to empower clientele by conducting leadership development programs

Situation

Research shows that effective leadership is one factor necessary for success within today's communities and organizations. Knowing one's own leadership skills and characteristics is a critical starting point; without intrapersonal leadership knowledge, it is difficult to understand what effective leadership looks like within an interpersonal, organizational or community context. While there are many leadership development programs in Kentucky, few, if any, are based on theoretically-grounded models of leadership development. There is a need to provide both resources and research – based leadership curriculum regarding personal leadership knowledge and skills for today's local community members and their groups. The KELD curriculum provides Extension educators with research based leadership development resources focused on the individual, and to utilize with stakeholder groups within local communities and organizations.

Assumptions

- *Effective leaders can be nurtured through sound development programs
- *Knowledgeable and trained leaders can enhance organizational and community performance
- *Given access to well-designed training materials, individuals and organizations will utilize these resources to enhance their leadership development activities

External Factors

- *Many believe that leaders are born and that there are no effective ways of building leadership capacity.
- *Few, if any, of the existing leadership development programs in Kentucky are theoretically grounded or research-based in their design and implementation.
- *There are many different leadership development programs in Kentucky that often compete with each other for participants.
- *The various leadership development programs in Kentucky do not build on each other's leadership development activities.