

ASA EMERGING LEADERS LEADERSHIP DEVELOPMENT & PATHWAYS GUIDING PRINCIPLES

1 October 2022

OVERVIEW

1. Project Background and Description

i This project represents three key initiatives identified during the strategic planning process in March 2022:

- Develop pathways for Emerging Leaders into AgShow leadership positions
- Provide professional & personal development resources & support for Emerging Leaders
- Provide collaborative leadership programs and support for Emerging Leaders

This project will seek to understand the skills necessary to progress into agricultural and agricultural show leadership positions and document the potential pathways toward different leadership specialties. Once documented the project will determine avenues to develop these skills and make the information and resources available to Emerging Leaders.

2. Project Purpose/Objectives

i To create development opportunities for ASA Emerging Leaders to hone their leadership skills and advance their leadership within ASA and professionally.

To create a strong leadership pipeline for ASA EL

3. Project Scope

i This project is focused on identifying and providing options to build the key skills needed in agricultural leadership today. Leadership pathways will be identified and documented to show Emerging Leaders some possible career paths within agriculture and agricultural shows. The skills required for these pathways along with the key skills required for the agricultural industry today will be documented and options for acquiring these skills will be shared.

These pathways and skills lists should be made available to Emerging Leaders through a website or portal, ideally as part of existing ASA or ASA EL web properties, and the lists and pathways should be revisited at least annually to ensure that they remain fresh, and the associated resources remain relevant and accessible.

4. Deliverables

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- Documented leadership progression chart to AgShow leadership positions with description of top skills required for key positions
 - List of most needed personal and professional skills for Emerging Leaders, options & costs for procuring the skills (internal/external resources, opportunities, connections, networks, etc), and analysis of which ASA EL should provide its members - leading to a skill development portal with resources available for ASA EL members (or options to procure these skills)

- List of key industry stakeholders willing to connect or mentor (with contact details)

5. Implementation Plan and Timeline



Months 1-3:

- Identify agricultural leaders and agricultural show leaders who will serve as project advisors and/or Emerging Leader mentors – capture contact details
- Interview agricultural leaders to define progression paths for Emerging Leaders; ask leaders what skills they wish they had and what skills they wish Emerging Leaders had; document leadership positions (include the pathway, short job description, and necessary skills)
- Brainstorm within Emerging Leaders committee on potential agricultural leadership pathways and skills that need to be developed to reach the next level of leadership and to serve as ASA Emerging Leaders (also include skills that are in high demand or short supply)
 - From the agricultural leader and Emerging leader discussions, document the pathways along with lists of the required skills to reach these position levels

Month 4:

- Create visuals (posters/infographics) for the potential agricultural leadership pathways to share with and inspire Emerging Leaders (e.g., how to reach CEO, Ag Show President, Head of Marketing, etc.); include short description of the role and the main skills required for each pathway – Add to website
- Reach out to Emerging Leaders to ask who is interested in mentorship – provide list of agricultural leaders willing to serve as mentors

Month 5:

- Document ways to grow top needed skills, this could be traditional training courses, but should also include shadow assignments, apprenticeships, mentoring, peer-to-peer learning, E-learning, blogs, webinars, YouTube videos, agricultural leader talks or seminars (ask them when you interview them!), etc.
 - Provide a list of available/potential resources for each needed skill – ideally this should be on a website/portal so that it is easy to access and can be maintained, if it changes

Months 6 and on-going:

- Assign Emerging Leader Committee Members (subcommittee) to keep skills and resource lists fresh on website/portal; survey Emerging Leaders to check if this is meeting their needs, if there are skills that need to be added
- Subcommittee to report on progress at Emerging Leader Committee meetings
- Survey of Emerging Leaders to understand both the efficacy of the current resources provided and what additional skills they require support to develop

APPROVAL AND AUTHORITY TO PROCEED

We approve the project as described above, and authorize the team to proceed.

Name	Title	Date

Approved By

Date

Approved By

Date