



THINK REGENERATION

www.ThinkRegeneration.com

THINK REGENERATION'S SPOKANE LEADERSHIP ACADEMY PROGRAM

Welcome!

This Think Regeneration Leadership Academy program will bring invited members of the Spokane Conservation District together for an exclusive regenerative training experience. The program creates a space for personal and professional growth, and will be focused on developing skills for organizational leadership, effective communication, regenerative problem solving, non-linear thinking and strong relationships. Everyone who attends will be asked to be honest, open-minded, vulnerable, respectful, and engaged to get the most out of the experience.

You will walk away with skills to help you with real-world scenarios, like negotiations with buyers and sellers, talks with investment companies, statements to policymakers and consumers, and building community interest.

ATTENDANCE INCLUDES

1 Day of Leadership Empowerment

1/2 Day of Regenerative Problem Solving Skills

Day 1: Leadership Academy

Introduction

Build Your Why

Regenerative Vision Discussion #1

Lunch

Build Your What

Media Engagement 1:1

Regenerative Vision Discussion #2

Happy Hour

Dinner

Day 2: Think Tank Development

Future Problem-Solving Exercise & Presentation

DAY 1: Think Regeneration Leadership Academy Spokane

Advance: Skill assessment tests completed in advance. Results are shared when attendees arrive as part of their attendance packets.

9 am-9:30 am Introduction

Why are we here? Where would we use these leadership skills? Ryan Slabaugh, founder of Think Regeneration, will share the goals for the day, a bit of regenerative history, and a call to action to the leaders in the room. We will have an open environment of sharing, support and open communication!

9:30 am-11 am: Know Who You Are

Now that we know a little bit about why we are here, let's make sure we all have a conversation about our individual strengths, and how those play into managing effective change. Kay Meyer, Think Regeneration board member and experienced leadership coach, will lead the group through exercises to help determine your strengths and how they will shape the work ahead.

Exercise 1: Who You Are. We will review the findings in the personality tests and create a group discussion around how our individualism can affect team dynamics, leadership tactics and change management.

Exercise 2: How do you explain the strengths? Everyone will introduce themselves, and share 1-2 key takeaways from their personality test that they think would be key for the group to know.

Exercise 3: How do we enable change with others? We will go through an exercise about how we apply this strength for others.

11-10:10 am Fresh Air Break

11:10 am-12:15 pm: Build Your Why

In this session, we will build our "why" based on our own personality, vision and strengths.

Exercise 1: Pair up. Talk to your peer for 5-10 minutes about what they do, their personality, and why they care about the regenerative movement. Ask them questions to help them put words around their "why". Then, ask them to do the same for you.

Exercise 2: Write. Take the peer-to-peer interview experience and write for 10 minutes on your own. In the end, make sure you have 1 clear sentence that explains why you are in regenerative farming, or why you believe in a regenerative world.

Exercise 3: Everyone stands up and tells their why to the group. For the rest of the day, you will continue to refine this.

12:15 pm-1 pm CATERED BOX LUNCH

1 pm-2 pm Regenerative Roadblocks & Accelerators

Now that you have your personal why, let's explore the collective reasoning behind the movement. What does a world look like with circular economies? Why is leadership essential for building relationships? What mindset drives the leaders in our movement today?

Exercise 1: Create a list of a few things that you do that are regenerative and degenerative. Then, in another column, list what is motivating you, or keeping you from making progress.

Exercise 2: Share an example or two from your list with your table. What is keeping that habit in place? Saving time, money, energy? What are the common roadblocks that keep coming up that prevent progress? As a table, come to consensus on 1-2 clear roadblocks for progress.

Exercise 3: Group discussion. Present your table's common roadblocks. How many were common? How many were unique? Could you connect the dots clearly between seeing the roadblock and actively working against it? What mindset will drive you to keep moving?

2 pm - 3 pm Media Exercise 1:1

Scenario: The local news has caught on to the changes you are making, and are trying to latch onto the buzz of regeneration. They schedule an interview with you. You will get the experience of being interviewed by a professional journalist and asked to defend your "why" through clear, consistent messaging. (Note: This can also be an investor, business partner, parent, neighbor, community member, government official, etc.)

Exercise 1: A 5- 1:1 interview with a professional journalist, in front of a camera. How well can you speak when you are on the spot?

Exercise 2: Receive feedback from peers and program leaders and exercises to help you become more comfortable in front of a camera, speaking on command about what you do and why.

3 pm - 3:15 pm Fresh Air Break

3:15-4:15 pm Regenerative Vision Discussion #2

Farmers and ranchers leading change. What does it mean to collectively stand for something and apply pressure for change? What policies are currently dividing farmers that must be addressed? What challenges will we have convincing the public, and our leaders, to listen? What biases do we need to give up to collectively move forward?

Exercise 1: Let's build a picture of the modern farmer today. Who are we describing? How many different "characters" are in agriculture that we need to understand and address?

Exercise 2: Let's create the story chart of each character through Regenerative agriculture. Where do they start? Where do they improve? Where do they struggle? Where do they end up? What similarities in the stories start to show? Where are the places where the journeys really diverge?

4:15 pm-5:30 pm Media Exercise 3:1

It's your big moment. A government panel has called you to testify on the behalf of the biological farming movement with 1 of your peers and 1 person who is not as aligned. We will discuss the art of listening to peers on stage, using your time wisely when your microphone is on, and setting goals for repeat messaging on key points.

Exercise 1: Break up into groups of 2. Each will get a set of 3 questions and 15-20 minutes to prepare their answers. You will not know who will be called to talk about what, or what the third member of the committee will be talking about.

Exercise 2: The panel is asked questions and expected to answer on a timeline. They will be given a small time to respond to contrarian statements.

5:30-6:30 pm Happy Hour/Free Time

6:30-8 pm Dinner & Discussion

DAY 2: Regeneration Think Tank

8 am-9 am Review of Day 1

Why are we here? What are the policies and mindsets that led the US to leave the family farmer behind and create one of the highest disease rates per capita in the world? How are we changing our mindsets to lead in the future?

9 am-Noon Future Problem Solving Exercise

Split into groups of 3-4. Look at the scenario that you are given. Select a spokesperson, a notetaker, and a researcher(s).

Exercise 1: List all the problems created by the scenario. How does it affect the environment? Human health? Economics? Be as specific as possible.

Exercise 2: Combine and organize the problems. What problems are redundant that can be eliminated or combined? Can you sort the problems logically under cost, complexity or scale? If not, what types of categories are the problems starting to fit under?

Write the main problem into one, clear sentence. Make sure the problem truly encapsulates why it is important to address.

Exercise 3: Next, let's rank the remaining problems in order of key metrics. Weight the problems (1-10) as having the most to least impact under the following categories:

1. Scale of problem (size)
2. Cost
3. Complexity/Confusion

Exercise 4: Using the previous exercise, simplify the scenario down to a clear problem to solve. Your key problem to solve and why it matters should present itself. This should be a simple 1-2 sentence statement. (Once defined, the secretary should write this down immediately.)

Exercise 5: Now that we have a clear problem identified to solve, let's begin a brainstorm. List all solutions that come to mind using the worksheet provided. Don't edit or sort yet.

1. What programs and solutions are already in place?
2. What new solutions would solve some, part or all of the problem? (Be specific).

Exercise 6: Now, let's measure the solutions using the rubric sheet. As a group, rate the solutions 1 (best) to 10 (worst) in their effectiveness to:

- Scale
- Decrease cost
- Decrease complexity/confusion

Now, add up the columns. Which ideas stand out as being effective in all three areas?

Exercise 7: At this point, we want to focus our solutions down to an actionable plan.

- Eliminate the least effective solutions. Why?
- Discuss the most effective solutions. Why?

Exercise 8: We are getting down to decision-making time. What will your recommendation be to solve a core problem the scenario is presenting?

Write a long solution on 1 sheet of paper. This should be a detailed proposal that explains the problem, and how your solution would solve the problem across cost, complexity and scalability.

Exercise 9: The spokesperson should be ready to present the group's solutions in a 5-minute presentation. Visual aids or skits are encouraged.

- Clearly explain the scenario
- Clearly explain the problem you identified
- Clearly explain the solution you identified
- Clearly explain why you feel the solution would work

Noon: Lunch & Depart