

Leadership Development

Goal 5: Develop new leaders and activists within the county to envision and drive change.

Intended outcome: Produce a strong and sustainable pipeline of new leaders to move the county forward.

Responsibility: Leadership Development Team

When the community first wrote the Crawford: 20/20 Vision Plan, Leadership was recognized as a “cross-cutting” issue--many of the challenges Crawford County faces affect nearly all aspects of the county’s social and economic vitality. Over the first five years of implementing the goals and strategies within this Plan, it became clear that Leadership Development was critical to addressing each challenge, goal and strategy outlined. Leadership in Crawford County is strong, but there is a need for a sustainable pool of future and developing leaders in both the public and the private sectors. Therefore, upon mid-term review of the Plan, it was agreed to draft strategies that focused specifically on Leadership Development.

Strategy 5.1: Promote collaboration among county stakeholders to carry out projects

- Continue to support Crawford Unlimited Leadership (CU Lead)—a countywide program that identifies high-potential community leaders and develops their leadership skills and familiarity with various functions and processes of public service, to build a reservoir of residents with the passion and skill to lead in both public and private sectors, whether elected, appointed, volunteer or paid professionals.
- Communicate and network with Crawford Unlimited Leadership graduates to keep them engaged, and actively encourage them to develop, join, and lead efforts that align with the 20/20 Vision Plan.
- Continue to support leadership lectures, such as Crawford Conversation, that connect local businesses to leaders outside the county who can expose local leaders to ideas, expertise, and perspectives that can benefit Crawford County.

Strategy 5.2: Improve citizen engagement

- Improve capacity to communicate with the county’s citizens and organizations and promote the value of leadership.
- Encourage the growth of new leaders from new circles to increase collaboration, generate new ideas and grow capacity for the work of the Vision.
- Energize internal (staff, volunteers, and investors) and external (the public) stakeholders through a coordinated communications effort to promote and celebrate the positive momentum the Partnership is fostering in the community.
- Plan, facilitate and oversee leadership-focused community events such as Leadercast, 5 Voices/5 Gears, 100x, and other workshops and roundtables that allow local leaders to recharge, strengthen their skills and “empty their cups” (succession planning).
- Increase public awareness of the significant impact and success of local leadership development efforts, like CU Lead, The Leader in Me, WAGE, and the Leadership Academy.

Strategy 5.3: Initiate a process for developing new leaders

- Continue to increase capacity within each Action Team-- Business Success & Job Availability, Education & Workforce Preparation, Quality of Life, and Public Safety & Drug Abuse—to enable public and private leaders to effectively collaborate, address county challenges and attract funders to support county initiatives.
- Encourage intentional succession planning and build a pipeline of future leaders for Action Teams, 20/20 projects, committees, and boards.

- Provide on-going support and assist in recruiting for local leadership development efforts, including programs like CU Lead, The Leader in Me, WAGE, and the Leadership Academy.
- Identify and cultivate strong relationships with potential investors willing to support the Partnership and the 20/20 Vision Plan.