What is a self-directed work team (SDWT)?

“A small number of people with complementary skills who are equally committed to a common purpose, goals, and working approach, for which they hold themselves mutually accountable for both results and performance.”
Self-directed Work Teams

- Create the organizational environment where self-directed (high performance) work teams can flourish
- Current organizational work context
  - SWOT Analysis
  - Draft Extension Strategic Plan
  - Draft MU Strategic Plan
Teams and MU Extension

- Many existing, successful self-directed work teams already
- What is Tiger Leadership Roundtable (TLR)?
- Who are extension team developers (ETDs)?
  - Extension Team Developers are Don Nicholson and Shelley Bush-Rowe
ELD builds on leadership skills from various leadership development opportunities

SDWT—Self-directed Work Teams
- Capitalizes on the leaderships skills of the ELD
- Opportunity to participate in the discussion of Extension’s future.
- “Self-direction at it’s core is a set of beliefs about how to run an organization. It is a management philosophy.”
What do ELDers offer?

- Understanding of MU Extension’s past and vision for the future
- Outstanding developed leadership skills
- Already practicing leadership skills in programming and in communities
- Shared opportunities
- Shared responsibilities
- Learning together
- Passion for Extension
How ELD can help Extension

- Empowering faculty to lead
- Helping each other deal with ambiguity
- Building trust in the organization
- Combating negative attitudes
- Creating greater financial stability
- Improving communication
- Enhancing branding and marketing
- Creating urgency to improve MU Extension
Will SDWTs have administrative support?

- Support from administration will include financial and non-financial support---
  - Moral support
  - Administrative support
    - Talked with TLR
  - Limited dollars
    - On a prioritized cost proposal basis

- Encourage teams to use current resources as much as possible
How to “Nail” the Team Concept into the Culture of Extension

- How to change the culture permanently?
- Teams connected to the overall Extension vision, mission and goals (including TLR)
- Connected to Extension Team Developers
- Creating workable boundaries so we move as one organization
- Launching and formalizing teams
- Assist each other with team goals
Self-directed Work Teams

- Creating and being a self-directed team is a journey for MU Extension...not a destination
- Micromanagement won’t nurture SDWTs
- Must have urgency
- Must communicate completely
- It’s messy, hard work
The ELD 2010 –2015 Challenge

- Are you ready to connect, dream, plan and “stay in” over the long haul (2-5 years) to effect overall change in MU Extension?
- Are you ready to communicate, build trust, reframe and reframe again to move Extension forward?
- Are you ready to change Extension for the better?