

Genesis Seminar

August 21-23, 2015

Rock Springs 4-H Center

Lodging: LEADERSHIP LODGE, Rock Springs

Friday, August 21

Chair –; Scribe/ Social Media –
Tour Dress

4:30 p.m. Registration - Leadership Lodge (behind Johnson Administration / Check-in)

5:15 p.m. Get Reacquainted Session

Al Davis –KARL President

6:00 p.m. Dinner - Weidemann Dining Hall
- Welcome by Jake Worcester, President, KS 4-H Foundation

7:00 p.m. “Leadership and Ethics for Kansas”- Weidemann Dinning Hall, Washunga
“Conducting Civil Debate” - Jesse McCurry
Class Think Tank

8:30 p.m. - THINK TANK - Class Sharing and Decision Making Session (How do you see Kansas Today)

Saturday, August 22

Chair –; Scribe/Social Media –
Casual Camp Dress
Wear appropriate sports clothes and tennis shoes

7:30 a.m. Breakfast at Williams Dining Hall

8:30 a.m. Decision Making Skills - Group Building - Leadership Adventure Course

12:00 noon Lunch - Williams Dining Hall

12:45 p.m. Team Building with Al Davis- Weidemann Dinning Hall, Washunga

2:45 -4:45 p.m. “What is Kansas” - Scott Poor, Attorney and Consultant
(St Francis Xavier has a 5:15 mass)

6:00 p.m. Dinner sponsored by Kniebel Ranch

Sunday, August 23

Chair –; Scribe/Social Media –
Casual Camp Dress

6:45 a.m. Early morning reserved for optional Vesper Service - Vesper Lookout or Chapel

7:30 a.m. Breakfast - Williams Dining Hall

8:30 a.m. Learning Styles - Weidemann Dinning Hall, Washunga
“Foundations for a Relationship” - Gordan Hibbard

10:00 a.m.

11:30 a.m. Evaluation

12:00 noon Lunch - Williams Dining Hall / Thank You’s / Adjourn - Genesis Seminar

KARL Class XIII

Genesis Seminar

Rock Springs Ranch

Aug 21-23

Friday August 21, 2015, Lori Bammerlin- Scribe

The group arrived at Rock Springs 4-H Center about 4:30pm and checked in at the Johnson Building. The group was told they would be housed in Hansen. First come first serve as for the roommate assignment. Bedding and towels were provided by Rock Springs.

Al Davis, KARL Director led class XIII through a get acquainted activity. The first activity was to get signatures of classmates that fit in certain categories list on the sheet. For example: Who likes to dance? Who has ridden on a train? Who has a unique hobby? The final activity was "3 degrees of separation." During this activity we learned that it was a pretty small world and we all seem to be connected in one way or another.

Supper was held in the Williams Dining hall. The meal was a Mexican fajita bar, (chicken fajitas, rice, beans, chips & cheese dip) and brownies for dessert.

Following dinner, the class had the opportunity to meet with Jake Worcester, the president of the Kansas 4-H Foundation. Jake gave the class a tour of Rock Springs along with some history, their current building updates and future goals for 4-H and Rock Springs.

The last planned activity was in Weidemann Dinning Hall at camp Washunga. This was led by Jesse McCurry, KARL class X member and current KARL board member. Jesse gave a presentation to the group about "Conducting Civic Debate," during the presentation he mentioned that one of KARL's hopes is to turn out persuasive communicators. A hope of Jesse's was "the when you leave KARL that you come out with a passion to go and do something" We discussed a few pros and cons of civic debate, learned the K-State has a center for civic discourse and did a few polls on a variety of topics. One of the messages that made an impact was the three lessons from Kansas Leadership Center:

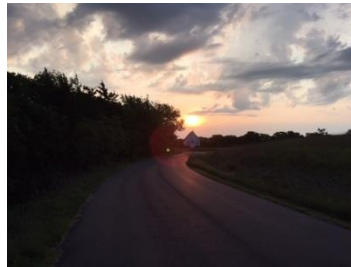
1. Raise the heat
2. Manage self
3. Hold to purpose.

These 3 lessons were referred to the remainder of the weekend.

The evening concluded with an impromptu get together of the classmates. Snacks that were provided at Weidemann were brought back to Hansen, discussion and getting better acquainted took place.

Genesis Program - Day 2 Saturday, Aug 22, 2015

Good Morning Rock Springs....for some, a first. For others, a reunion. As class XIII greeted the day in Rock Springs, many found it to be cool and pleasant. The sunrise was spectacular. After a great evening of initial course work and class bonding, the first full day of our Genesis program was promising to be great.



Our morning started at the cafeteria with a great breakfast. The staff at the 4H facility really knows how to take care of a group, from young first timers at camp, to veteran camp goers. The coffee was hot, the food was delicious, and the chatter about the day was energizing. At the conclusion of breakfast, we made our way to the Leadership Adventure Course at Rock Springs.

We started the leadership adventure course with some basic ground rules and then kicked it off with an exercise called Big Red Ball. The facilitators explained that we would toss the ball around, with very specific instructions on how to send and receive the ball. The first round went very well and the team was ready for a more challenging opportunity. The second round started with the ball, but then a few other items were added to the circle. The pace and distraction picked up. The next round went even faster, and several new objects were added to the group. At one point in time, I think I passed and received a big baby and a stinky diaper. The last round in the circle was the same exercise as the previous one, but this time, nobody could talk. This round had to be completed with hand signals and eye contact. After several minutes of handling various objects, we stopped and took inventory of our objects - who had what! Amazingly, all items were accounted for (some might have been accounted for twice). The real purpose of this warm up drill was to build our communication skills with one another. It was great to see just how effective a team can communicate without saying one word. At this point, we broke our large team in two groups and started a couple of other challenges - A Frame and Helium Stick. The concept of the A Frame was to put several people on ropes that are attached to the top of the A Frame and stand it up and walk it down the field. Near the end, a teammate stood on the A Frame and the others moved the A Frame and member down the field. It was amazing how our communication continued to build momentum and strength. Next was the Helium stick. I must admit, the concept was very simplistic - but the outcome was so difficult. Each team member had to put their index finger on the stick (horizontally) and then set the stick on the ground. The minute that stick touched our fingers - it shot above our heads. It was interesting to see how the group tried to deal with the failure. Each time, the communication and expectations escalated, and each time the stick continued to rise above our waist and shoulders. After a couple failed attempts, the team finally realized another communication and direction was needed, and we found success. It was difficult - and having AI provide external observations and coaching only added to the chaos of the event. I think we all learned something on this exercise.



Next, each of our teams headed to a different part of the course, and completed a few other events - Mountain Top challenge, Lava River Turtle Shell challenge, Tarzan Rope challenge and the life size Labyrinth. Each of these events continued to build on the concept of team work, challenge, communication and accomplishment. At one point during the Tarzan Rope challenge, I think I had a couple people sitting on my head and shoulders. Any barriers that this class tried to build were effectively torn down by 10:30 am. True trust has been planted. There is no question that this group really enjoyed the Leadership Challenge Course, and the team that facilitated our course did a great job. Thanks to Daniel, Morgan and Al for all their coaching and support.



After a short break and lunch, the class headed to our next session - more challenges designed by Al Davis. This time, the class was given a fixed amount of resources and time, and competed for bragging rights on the tallest tower constructed and the building of a 1D closed loop shape with only one open slot. The concept of these challenges built upon the previous work of the leadership challenge course (communication and team work), but a couple new elements were highlighted. These problems required creativity and problem solving along with team work and communication. It was interesting to see the teams pull strengths from various resources in the group. Creativity, Risk, Organization, Rule Following and Coaching, just to name a few. As we learned later, our personalities (Gold/Green/Blue/Orange) became evident during these challenges. The time ended with our final challenge - the Rocket Challenge. 3 member teams were organized, and after about 30 minutes of design and build, each team had to launch their rocket. The winner - whoever could launch their rocket the highest with a set amount of air pressure. It was great to see the various designs and successes by each team. While not every rocket achieved record breaking altitude, each rocket achieved a successful launch and recovery. I must admit, the much anticipated unveiling of the custom Davis rocket was worth the wait. The launch and recovery was just magnificent.

Our afternoon concluded with a presentation from Scott Poor - What is Kansas. Scott took us down a path of various observations from our education system in Kansas to various agriculture related challenges with Kansas (regulation, water concerns, etc). We also discussed the Buffalo Commons Theory and looked at the challenges that face Kansas in the coming years with respect to our state population in rural areas. In essence, Scott argues that we have effectively de-settled the west, and that

we have more counties in the west today with less than 6 people per square mile than we had when we started to settle the western frontier. The obvious and present fact as presented by Scott was the decline in our tax base all while we have a surging need to invest in our infrastructure. It will be an interesting dynamic to work through in the coming years, but one that we can be successful with if we bring our leadership to the challenge. Scott also introduced us to the book "What's the Matter with Kansas" by Thomas Frank. It offers a challenging perspective on the fundamental belief of most conservatives in Kansas. Scott did a great job with the class, and we really enjoyed his perspective and information.

Our evening concluded with a fabulous dinner hosted by Mary Ann Kniebel (of Kniebal Ranch) at Rock Springs. Some of the best meatballs I have ever eaten (along with a dynamite Texas sheet cake by Susie Mackey). It really is inspiring to see the level of support from the alumni of KARL. Our evening concluded with some great fellowship and bonding around an awesome campfire (topped off with a great Kansas rain).

This group covered a lot of ground today, but the one thing that we did successfully accomplish - coming together as a team. We learned so much about each other, various strengths of the group, how we effectively communicate, and to some degree, what we are passionate about. As we signed off for the night (with our bunk mates), we were all eager for the next day.

KARL Scribe Notes

Sunday, August 23rd 2015, Amy Heinemann – Scribe

After some nourishment at Williams Dining Hall, KARL XIII class ventured towards Weidemann Dining Hall at Washunga to begin our final day at Rock Springs Ranch. Chair Billy Brown introduced our Presenters: Gordon Hibbard, President/CEO of the Dale Carnegie Franchisee for the Kansas Heartland Region and Amy B. Gross, PhD, Director of Professional Development Dale Carnegie Kansas Heartland Region. The presentation topic was "Foundations for A Relationship."

Gordon started off by asking everyone to go around the room and shake hands with others without any eye contact. He then asked us to go around the room and greet others as if they were a long lost friend that we had just encountered.

Discussion followed about how we felt with each experience. Awkward for the first. Important for the second. This exercise drove home the point that to build rapport it is important to give attention to those that you are meeting.

A very useful tip was given to help others remember your name.

- When introducing yourself, use the Pause ...Part....Punch! guideline. "Hello, my name is...(pause).... First Name (part).. Last Name (with a punch). Say the last name with an emphasis. This method helps others clearly and distinctly hear your first and last name so that it is not missed.

Cycle of Performance Improvement:

- Skill – develop skills

- Attitude – change attitude
- Knowledge – gain knowledge
- Practice – practice makes permanent!

Gordon also shared a useful tool using imagery to help us establish a flow of conversation and better learn about someone when meeting for the first time. We think in pictures. Gordon painted a picture in our minds of certain objects that symbolized something that would be helpful to ask others to learn more about them.

The below items in our “toolkit” represented the following typical questions that could be asked:

Brass nameplate on a door: What is your Name?

Orange House: Where are you from?

People waving in the house: Tell me about your family. (Better approach than asking if you have children or if you are married, as this can be a sensitive subject for some).

Dirty work glove on top of the chimney: What do you do for work?

Airplane on top of the work glove: Travel experience, plans

Tennis Rackets as propellers: Hobbies/Sports – What do you do when you are not working?

Lightbulbs on the ends of the wings – Ideas, new things in your industry, challenges.

Gordon encouraged us to build our own unique toolkit with our own mental images.

Dr. Amy Gross then facilitated an activity where each KARL class member partnered with someone they had not had as much chance to interact with and each took turns asking questions for 3 minutes, with the one asking questions *only* allowed to ask questions and give nods or words that might spur on more conversation. Discussion followed about how we felt asking questions, and how we felt answering questions.

We learned that it is important to consider the following when meeting someone: eye contact, body language, listening, saying their name, repeating things, asking questions, being engaged and focused, and acknowledging (“uh-huh”) to build rapport. When distractions occur (phone rings, other conversations going on, people interrupting), we need to apologize and focus back.

Chair Billy Brown thanked Gordon and Amy for their presentation and presented the KARL gift of pen and small flashlight as a token of our appreciation.

The KARL class then met and established guidelines for the year on expectations and consequences for failing to meet these expectations.

Each KARL class member took turns standing up to give an oral evaluation of the Genesis Seminar, which was audio recorded for the Board of Trustees. Al Davis followed with his evaluation. Genesis Seminar Adjourned.