



University of Idaho
Extension

LEADERSHIP BEST PRACTICES

K. SCOTT JENSEN

When you think of the best leader you've ever worked with, what is one quality that immediately comes to mind?



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A BRIEF INTRODUCTION

- Idaho native
- BS in Animal Science from BYU
- MS in Ag Education from the University of Idaho
- Extension Educator, UI
Extension for 26+ years
- President 2024-2025, National
Association of County
Agricultural Agents



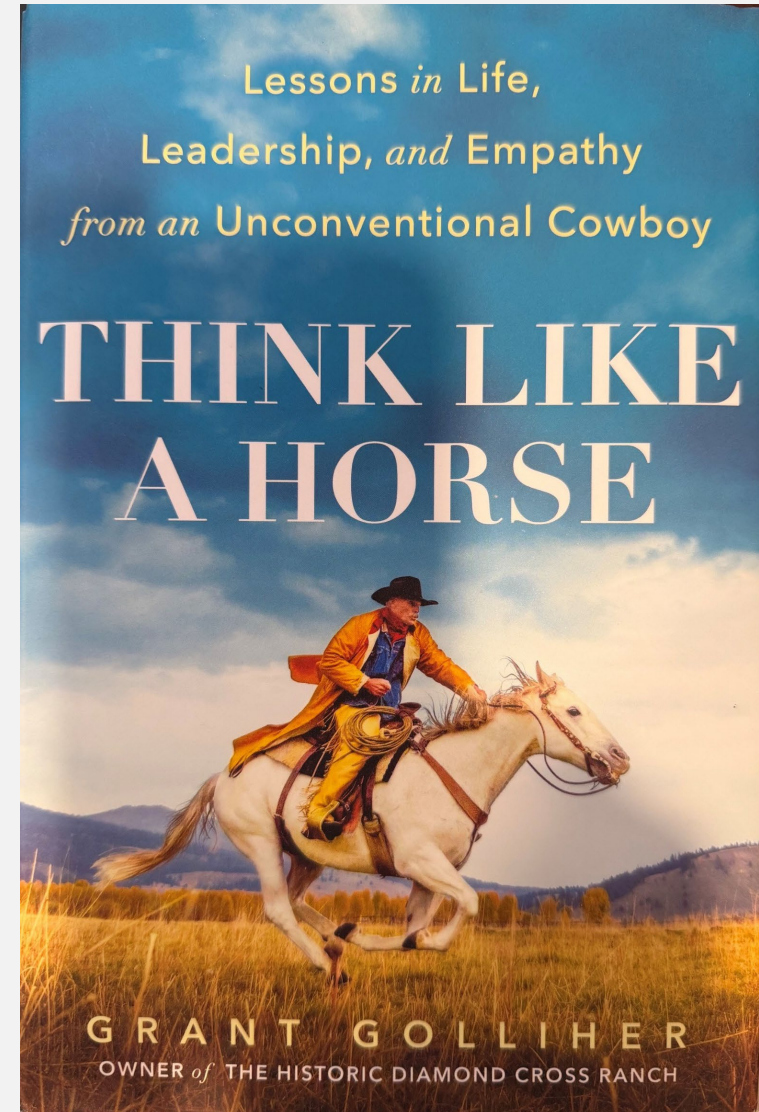


*There were a helluva lot of things they didn't tell me
when I hired on with this outfit.*

THINK LIKE A HORSE

Lessons in Life, Leadership,
and Empathy from an
Unconventional Cowboy

by Grant Gollhofer



INTEGRITY AND TRUST

- Be completely honest
- We can rehearse presentations, refine talking points, polish a personal brand, and learn the vocabulary of leadership. But eventually people encounter the person underneath the presentation. Authenticity is not about saying everything. It is about making sure what you say, what you do, and who you are aren't fundamentally at odds, they're in alignment.

YOU CAN'T LIE TO A HORSE

- No philosophers so thoroughly comprehend us as dogs and horses. They see through us at a glance. –Herman Melville



What actions build trust fastest within an organization?

Responses can be up to 200 characters and will appear here.

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VISION

- Developing a shared vision is key
 - Where there is no vision, the people perish...
Proverbs 29:18
- Owyhee County Extension works to improve the lives of individuals and families in Owyhee County, Idaho, regionally, and nationally by providing current, needs-based education and service.

EVERY HORSE NEEDS A PURPOSE

- What man actually needs is not a tensionless state but rather the striving and struggling for some goal worthy of him. What he needs is not the discharge of tension at any cost but the call of a potential meaning waiting to be fulfilled by him.

-Viktor E. Frankl, *Man's Search for Meaning*

Can your team clearly explain your county's priorities in one sentence?



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COMMUNICATION

- Communicate, communicate, communicate!
- Communicate early, clearly and often
- Even when there are no answers yet, keeping people informed has value.
- Respond in a timely manner
- How you communicate speaks volumes!

FEEL CAN'T BE TAUGHT BUT IT CAN BE LEARNED

The most important thing in communication is hearing what isn't said. – Peter F. Drucker



What communication challenge creates the most frustration in your organization?

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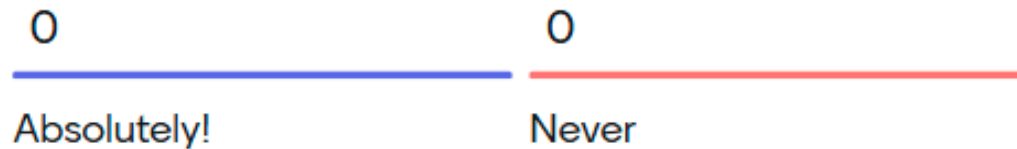
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ATTITUDE

- "People may hear your words, but they feel your attitude." - John C.
- "Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it." - Lou Holtz

Have you ever seen a single positive or negative attitude influence an entire meeting?



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LISTEN

- People are much more willing to follow someone when they know their perspective has genuinely been heard.

RESPECT

- What are the keys to developing respect?
- How do you show respect?
- Why does your team respect you?

What behaviors earn your respect?

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CLEAR BOUNDARIES MAKE HAPPY HORSES

- **Respect is one of the greatest expressions of love. – Don Miguel Ruiz**



SUPPORT

- Great leaders provide the necessary resources and build people up so they can achieve more than they thought possible

BE ACCESSIBLE



An open door welcomes ideas,
builds trust, and strengthens
teams



RELATIONSHIPS

- Never underestimate the value of relationships
- Some of the most important leadership work happens long before there is a problem to solve. Building trust and relationships ahead of time makes the difficult conversations much easier.

HUMILITY

- Remember who you work for
- Give credit and accept responsibility when things don't go well



SHOW YOUR OTHER SIDE

- Humility is not putting yourself down or denying your strengths; rather, it is being honest about your weaknesses.

-Rick Warren

WHAT IS YOUR BRAND?

- What do people consistently experience from me?
Your strengths become leadership assets when you understand how to use them in service of something bigger than yourself.
- A credible leadership brand is not manufactured. It is repeated behavior that becomes recognizable.

If your staff described your leadership in three words, what would you hope those words would be?

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CLOSING THOUGHTS

- Leadership skills/qualities can be learned or improved with intentional effort
- It all starts with defining a vision
- Lead with purpose ➡ Listen with intent ➡ Serve with humility!



What is one thing that you will take home and implement to improve your leadership skills?

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Questions?



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