

September 2017

Building Relationships

Objectives: The group will begin to learn how important volunteerism is to the health of our community at Oswegatchie Educational Center. Expectations of participants will be discussed in detail in regards to attendance, participation and projects. Participants will engage in a ropes course during the retreat.

Leadership skill: Teamwork- understanding that the strengths and weaknesses of each team member benefit the group as a whole

October 2017

History & Demographics

Objectives: Participants will start the day at the Lewis County Historical Society. They will then take tours of local historic sites to begin to understand how and why Lewis County is what it is today. Group will also become more aware of the different socioeconomic characteristics that form our county and identify stereotypes that help/hinder our growth.

Leadership skill: Flexibility - Mishaps and last-minute changes always occur. Leaders need to be flexible, accepting whatever changes come their way. Others will appreciate your ability to accept changes in stride and creatively problem-solve.

November 2017

Non-Profit with Panel

Objectives: The class will learn about how the not-for-profits work from Scott Mathys, what they mean to the health of the community, the threats to the continuation of their successes, and how, as individuals, class members can help to keep the system strong.

Leadership skill: Motivation & Positivity- Leaders need to inspire others to go the extra mile for their organization; By building self-esteem through recognition and rewards, or by giving new responsibilities to increase their investment in the project. You must learn what motivators work best for team members to encourage productivity and passion. A positive attitude can go a long way in a group setting. You should be able to laugh at yourself when something doesn't go quite as planned; this helps create a happy and healthy environment, even during busy, stressful periods. People feel better when they are in a positive environment, they will want to be there, and will therefore be more willing to put in the long hours when needed.

December 2017

Finance, Budgeting, Fundraising & Promotion

Objectives: Speaker(s) will advise participants on the finances and budgeting process of businesses, county, and non-profits. The differences between for profits and non-profits. Participants should begin to understand how fundraising works and why it plays such a huge role in these processes. They will also get an introduction to grant writing by Joann Rhubart as an additional source of funding.

Leadership skill: Trustworthiness - People need to be able to feel comfortable coming to their leader with questions and concerns. It is important for you to demonstrate your integrity - people tend to only trust leaders they respect. By being open and honest, you will encourage the same sort of honesty with others.

January 2018

Leadership Development & Fort Drum

Objectives: This class focuses on some of the skills needed to be an effective leader – strategic planning, public speaking, listening skills and problem solving. The facilitator challenges the participants to work together and discover what type of leader they currently are. Will also provide insight to the demographics, and overall mission of the exceptional US Army facility Fort Drum that is located in our backyard. The goal is to have better support for the troops from Lewis County and how we can accomplish that.

Leadership skill: Communication- As a leader, you need to be able to clearly and succinctly explain to others everything from organizational goals to specific tasks. Leaders must master all forms of communication, including one-on-one, social conversations, public speaking as well as communication via the phone, email, and social media.

February 2018

Economic Development, Tourism & Entrepreneurship

Objectives: Eric Virkler will introduce the vision for the economy of Lewis County and our area, the opportunities available to our residents, the steps that are taken to attract and retain businesses, the challenges faced by the county, and our economic viability. A local entrepreneur will be on hand to describe the process of creating a business from local resources and the trial and errors that occurred along the way. Kristen Aueter will discuss local tourism and the group will participate in discussion of the opportunities and challenges facing the tourism industry in Lewis County and the North Country.

Leadership skill: Creativity- As a leader, you have to make a number of decisions that do not have a clear answer; you therefore need to be able to think outside of the box. Learning to try nontraditional solutions, or approaching problems in nontraditional ways, will help you to solve an otherwise unsolvable problem. People are often impressed and inspired by a leader who doesn't always choose the safe, conventional path.

March 2018

Agriculture, Maple & Cuisine Trail

Objectives: This class gives participants an overview of Lewis County's oldest industry, and still one of its most important. Industry leaders discuss local agriculture's strengths and weaknesses, opportunities and threats, and the class tours a dairy farm. They will also see the connection between local agriculture and one of the county's newest attraction "The Cuisine Trail" which highlights businesses, restaurants and retailers who sell unusual, unique and hard to find items in a local area.

Leadership skill: Commitment - It is important for leaders to follow through with what they agree to do. You should be willing to put in the extra hours to complete an assignment; team members will see this commitment and follow your example. Similarly, when you promise others a reward you should always follow through. A leader cannot expect others to commit to their tasks if he or she cannot do the same.

April 2018

Local Government & Education

Objectives: The morning session explores the role and structure of village, town, county, state government including the legislatures provided by Managing Editor of the Watertown Daily Times, Perry White and Investigator Amelio will present information about the role of law enforcement in our county. All three will address the many challenges faced by each branch of our system of local government. The afternoon will consist of local guidance counselor, Alex Barrett covering topics that include challenges facing educators in today's competitive and changing economic climate. The session also focuses on lifetime learning and the new technologies that have created opportunities for learning as never before. Distance learning, interactive teleconferencing classrooms, on-line courses and virtual seminars are explored.

Leadership skill: Delegating - Leaders who try to take on too many tasks by themselves will struggle to get anything done. These leaders often fear that delegating tasks is a sign of weakness, when in fact it is a sign of a strong leader. Therefore, you need to identify the skills and assign duties to each person on your team based on his or her skill set. By delegating tasks to others, you can focus on other tasks.

May 2018

"Where Do We Go From Here?"

Objectives: At this time, participants should have the necessary knowledge of the County and its needs to develop a personal community impact and involvement plan. The goal of this plan is to improve the community in some way through direct involvement with a new or existing organization that fits the participant's interests and skill set. Participants will spend the day developing and refining their plan. Graduates from past Leadership Academy Classes will be present to provide guidance and identify any potential pitfalls based on their experience and to identify any community leaders or existing organizations with similar missions and goals that could be partnered with"

Leadership skill: Responsibility - A leader is responsible for both the successes and failures of his or her team. Therefore, you need to be willing to accept blame when something does not go correctly. If your people see their leader pointing fingers and blaming others, they will lose respect for you. Accept mistakes and failures, and then devise clear solutions for improvement.

June 2018

Business After Hours/Graduation

Objectives: Participants will complete final preparations for their planned Business After Hours with the guidance of the Chamber of Commerce.

Leadership Skill: Feedback - Leaders should constantly look for opportunities to deliver useful information to team members about their performance. However, there is a fine line between offering advice and assistance, and micromanaging. By teaching people how to improve their work and make their own decisions, you will feel more confident delegating tasks to your staff.