

Leading 4-H Forward

A Mentorship Workshop for New and Aspiring State Program Leaders

Moderators & Presenters	
2026	**2025**
● **Matthew Newman**, Rutgers University	● **Matthew Newman**, Rutgers University
● **Dr. Rukeia Draw**, ECOP 4-H & PLWG Executive Director	● **Rachel Lyons**, Rutgers University
● **Dr. Ashley Burns**, Clemson University	

Panelists
2026
● **Dr. Kimberly Sinclair Holmes**, University of California
● **Dr. Jen Skuza**, University of Minnesota
● **Dr. Casey Mull**, Auburn University
2025
● **Dr. Cathy Haas**, Oregon State University
● **Jen Cushman**, University of Connecticut
● **Dr. Steve Beck**, Oklahoma State University
● **Dr. Casey Mull**, Purdue University
● **Dr. Ashley Burns**, Clemson University
● **Dr. Rukeia Draw**, ECOP & PLWG (formerly Prairie View A&M University)

Support for this meeting provided by National 4-H Council and the Marcus Foundation.

Leadership Resources

- Leaders Eat Last – Simon Sinek: building healthy team environments through trust and purpose
- Team of Teams – Gen. Stanley McChrystal: lessons on information flow and agility in complex organizations
- Boundary Spanning Leadership – Ernst & Chrobot-Mason: navigating and leveraging organizational boundaries
- The Power of Moments – Chip & Dan Heath: creating memorable, meaningful experiences for teams and audiences
- The Five Dysfunctions of a Team – Patrick Lencioni: diagnosing and addressing barriers to effective teamwork
- Slow Productivity – Cal Newport: focusing on fewer, higher-quality priorities at a sustainable pace
- The Book of Beautiful Questions – Warren Berger: using inquiry to drive creativity and empathy
- Wolf Pack – Abby Wambach empowers leaders and builds community where all voices matter
- The Culture Code – Daniel Coyle: inclusive leadership, vulnerability, and shared purpose

Podcasts, Videos, and Online Learning

- Simon Sinek's "How Great Leaders Inspire Action" (TED Talk)
- ReThinking with Adam Grant – re-examining assumptions about work and motivation
- Deep Questions with Cal Newport – strategies for focus and purposeful work
- Monday Minute from ECOP – weekly leadership updates relevant to Extension administrators
- Webinars from JCEP, NIFA, and Cooperative Extension organizations

Professional Development Experiences

- Beyond Ready Program Leadership Academy (See page 5 in the National 4-H Leadership Meeting workbook

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- LEAD21 and Food Systems Leadership Institute (FSLI) – national programs repeatedly cited as transformational
- Joint Council of Extension Professionals (JCEP) conferences and collaborations
- Coaching and Mentoring – both formal and informal relationships noted as catalytic for growth
- Leadership experiences gained on the job through challenge, accountability, and reflection

Mentors, Coaches, and Peer Networks

- Seek mentors intentionally – those who will challenge your thinking and broaden your perspective
- Cultivate a trusted peer network; it provides emotional grounding and honest feedback
- Participate in Extension-wide or multi-state peer learning circles
- Offer mentorship to others early; reciprocal learning strengthens both sides

Strategies and Techniques

- Radical Transparency – share information openly and build credibility through honesty
- Protected Planning Time – schedule regular blocks for reflection and strategic thinking
- Intentional Team Connection – statewide check-ins or structured reflection routines
- Clarity and Communication – establish shared language, expectations, and purpose
- Balance and Boundaries – protect personal well-being to sustain effective leadership

Final Reflections

- Stay grounded in your values and integrity; lead authentically
- Remember you can't please everyone – focus on what best serves youth and programs
- Build community and celebrate successes, even small ones
- Leadership is not about position - it's about service, learning, and courage

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