



LSI Version 2.0

The Future of Leadership

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WHY CHANGE?

- I. LSI Alumni Survey – Spring, 2008
- II. LSI Study Group Recommendations – April, 2009
- III. LSI Steering Committee – September, 2009

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I. Alumni Survey 2008

Findings:

- Findings found favor for the current class day program and a very strong loyalty amongst alumni base for LSI
- Showed that upon graduation, there was very little reason for LSI alumni to remain engaged beyond Speakers Series, Alumni Gatherings and LSI Graduation events

Board Actions:

- Board approves the formation of the LSI Study Group in late 2008 of interested LSI Board Members
- Study Group's mission:
 - Review current organization from top to bottom
 - Look to improve LSI by keeping all the good things
 - Interview key players and organizations in the community
 - Provide more opportunities for alumni
 - Have a positive impact on the Southern Indiana community

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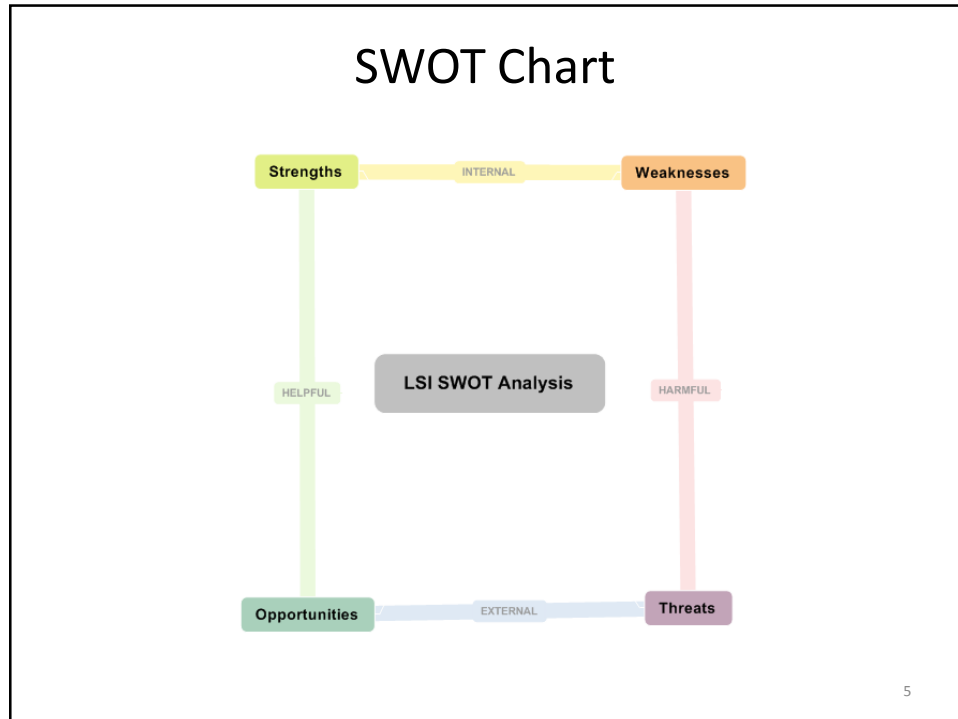
II. LSI Study Group

Study Group members: Marie Butler, Vern Eswine, Christine Harbeson, Kent Lanum, Pat Mueller, Andrew Takami & Bryan Wickens

Results:

- Prepared a SWOT analysis of LSI organization
- Provided recommendations with a preliminary framework for a new LSI that the Board of Directors should consider
- Passed recommendations unanimously at the April, 2009 Board meeting.
- Also approved creation of an LSI Steering Committee made of key Board & Alumni members to review framework and make final recommendations to the Board in January, 2010.

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LSI Study Group Recommendations

- Purpose - Utilize organization as umbrella organization for Leadership in community and serve as spokesperson, a focal point for all things leadership
- Catalyst Role - Coordinate with other "partnerships" in their leadership classes/efforts; a progression path for participants as well as utilizing the organization for special programs or projects to address the needs of the community and region

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LSI Study Group Recommendations

- Programs - Continue Focus and Class Days while expanding the latter into Youth and College along with advanced courses, including continuing education credits
- Flexibility- Expand or contract into areas that are needed by community and future participants in the program
- Value - Clearly demonstrate the value of the organization to community and its membership

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III. LSI Steering Committee

Steering Committee: Cile Blau, Pam Bennett-Martin, Jay Conner, Michael Dalby, Vern Eswine, Christine Harbeson, Kent Lanum (Chair) and Rita Shourds

Board/Committee Actions:

- Charged by LSI Board to take both the alumni survey results along with the findings of the Study Group and create a new LSI 2.0 organizational framework that the LSI Board of Directors can review in January 2010 for final determination
- Met at lunch every 2 weeks since mid-September to create this final framework of a new LSI.

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Urban Myths

- Class Days - LSI will not be killing the "Class Day" programs, we are just seeking ways to engage more with alumni and the community
- Partnerships - LSI courses and programs will not be done exclusively by LSI. We actually will seek partnerships and alliances to provide quality programming and maximizing impact in the community.
- Competition - We are not seeking to replace or compete with other leadership programs. LSI is looking for closer working relationships with those programs in the future with joint class and program sponsorship where those opportunities present themselves.

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Three Key Areas of Change

- **Governance of the LSI**
 - Smaller and more nimble, strategic versus operational
- **Leadership Programs Tracks**
 - Developmental
 - Traditional classes with clear paths for next level work either with LSI or via a third-party partner
 - Facilitate and Organize
 - LSI provides opportunity for active community involvement
- **Communications**
 - More of it and better utilize technology to do it

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New LSI Governance System

Executive Board

- Mission
 - Provides the strategic and financial focus of the organization's governance
 - Broad in community coverage and yet small enough to react quickly to change
- Responsibilities
 - Strategic Planning
 - Management of Executive Director & Advisory Board
 - Final approval for all programs & projects under the LSI label

Advisory Board

- Mission
 - Provide program activities-based governance
 - The main workforce behind LSI efforts in the community and its committee system
- Responsibilities
 - Class Days
 - Higher Level Courses
 - Outreach Programs
 - Community Involvement & Engagement

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Governance – Executive Board

- Maximum of 9 members excluding Chair; 2 year terms with some exceptions. May not necessarily be LSI graduates!
- “Slotted” Board Members will represent partnerships & alliances as well as other areas of importance in the community
 - Higher Education
 - Business
 - Community Foundation & others
 - Public/Private Education
 - Hospitals or other large employers
 - Political
 - LSI "Designated Hitter" slots
 - Three LSI graduates
 - These slots will be used to supplement needed skill sets for the Board like legal, accounting, fundraising, marketing, etc.

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Governance - Advisory Board

- Leadership
 - Led by LSI Executive Director
- Number on Board
 - 18 members maximum
- Advisory Board members will be LSI committee chairs and pull in interested LSI alumni and community members to serve/implement programs and projects
- Advisory Board members can be used to fill the LSI "slots" on the Executive Board

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Governance – Day to Day

- Executive Director
 - LSI's first full-time leadership position; only third one hired in 30 years!
 - Moving the position from a program-based, operational skill set to that of a strategic, results oriented skill set
 - Person hired will be:
 - A high profile player within community or shown past ability to create that perception
 - A strategic thinker, sees opportunities and situations for partnerships or joint projects
 - A demonstrated consensus builder with excellent communications and fund development skills
- Executive Assistant
 - Full or part-time employee based on workload and financial situation of the organization
 - Permits Executive Director to be out in the community and helps coordinate efforts on the Advisory Board and its committees

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LSI Programs – Two Tracks/Outcomes

Develop Leadership

- Develop curriculum for all levels of Leadership & Community Awareness
- Specialize courses where it is needed by the community
- Identify passionate LSI graduates for future community involvement

Facilitate Leadership

- Outreach programs like debates, town hall meetings and think tanks
- Web site development that will help identify issues and lead to active civic engagement
- Special Projects like the Connector Project

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Leadership Programs - Develop

100 Level – Focus Day

- A “taste of LSI” program
- One-day program, once or twice a year based on demand

200 Level – Class Day Programs

- The traditional program of Leadership programs
- One-day program for 9 months
- 201 - Adult Class Day Program
- 202 - Youth Class Day Program (new)
- 203 - College Class Day Program (new)

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Leadership Programs - Develop

300 Level - Advanced Leadership Programs (new)

- Regionalism Programs
 - "Focus-like" - 1 to 2 days for 6 months
 - Surrounding Southern Indiana counties as well as large metro areas like Indianapolis, Northern KY/Cincinnati and Louisville
 - Provides outreach to other county based leadership programs and strengthens connections between those counties
- Specialized or Targeted Programs
 - Non-profit and private sector specific
 - Government/public policy
 - Board development
- Potential for partnerships and alliances with area organizations, "LSI Approved", special certifications in Leadership, etc.

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Leadership Programs - Develop

400 Level - Fellowes/Think Tanks – Two Types Possible

- Proactive Format: Review, analyze and make recommendations on hot topics, where LSI thinks the community needs to focus and act. More proactive in nature with the LSI organization driving the issue(s).
- Reactive Format: Seeks engagement from community to help solve continuous issues by making "independent" recommendations. This is more passive and requires outside requests being brought to LSI.
- Business Model:
 - Could be similar in approach to Bingham Fellowes in which participants pay a fee to participate or
 - A sponsored initiative from an external request like government, non-profit or businesses.
 - Designed to purely cover costs of administering these programs.

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Leadership Programs - Facilitate

Alumni Programs

- Continuing Education
- Speaker Programs
- Community Impacting Projects
- Social Events
- Refocus Days

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LSI Program - Facilitate

- Programs that provides opportunities for LSI to interact with the community
 - Forums or Town Hall discussions on topics of strong interest to the community
 - Debates
 - Community Matchmaking Service
- Joint Partnerships or Alliances on occasion with other area organizations on civic projects that correspond with LSI's mission

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Communications

LSI Website

- This will be one of THE MOST IMPORTANT aspects of the new Leadership Southern Indiana!
- Social Media: needed to reach out to next generation of leaders that are not “afraid” of using technology to communicate
- Typical functions like membership directory, calendars, organizational announcements, etc. will remain on the site
- New feature: A community bulletin board for people to discuss issues and organize for action
- New feature: Event signups and payment in effort to streamline back office processing and tracking

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Important Notes!

- All that has been presented today will not happen day-one of the new LSI organization
- The goal is to have a five-year strategic plan in place within the first six months that incorporates many of the Steering Committee recommendations and the timeline in which they are to be implemented

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Important Notes!

- LSI organization and its offerings will be scaled up or down according to its financial capacity to meet those needs. Finances will be a key area addressed by this new leadership team!
- At the end of five years, it is expected that LSI will either sink or swim with these dramatic changes, both organizationally and financially

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What's Next?

- Feedback from Alumni on 12/9/2009
- Final Steering Committee Report completed no later than 1/5/2010
- LSI Board Retreat, discuss and vote on 1/23/2010
- If approved by LSI Board:
 - LSI Board Members will be assigned as committee chairs/participants and recruit additional alumni participants creating all aspects of the new LSI 2.0
 - All committee work completed by 5/1/2010
 - Effective date of new organization is 6/1/2010 with all items in place

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Alumni Meeting Feedback

- What do you think? Comments...
- What questions do you have?
- Ask now or be sure to contact one of the following:
 - LSI Board of Directors
 - Members of the Steering Committee

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