Barb’s Notes and Quotes

Dear Southwest Region Educators and Staff:

The season is in full swing and how beautiful it is! Take time to enjoy it.

Congratulations to Nate Arnett and Kim Catchpole on receiving the “Image of Hope Youth Advocacy Award” for the Greater Miami Valley area for their work at Adventure Central. What a unique program.

Reminders:
October 21 – Top of Ohio ANR EERA meeting, 10am, Shelby County Extension Office.
October 22 – New Employee Welcome Festival
Nov & Dec – RIV Workshops (Dates announced soon.)
November 16 – Greene County ANR Educator Interviews
November 19 – Faculty P&T Workshops
December 1 – Planning Your Ph.D. Degree 9:30 – Noon, Union County Extension Office
December 8&9 – 2015 OSU Extension Annual Conference; Ohio Union

Have a great week!
Live Inspired,
Barb
Happy October Birthdays…

- October 1  Susie Broidy – Program Assistant, Clark County
- October 9  Mark Badertscher – Extension Educator, Hardin County
- October 10  Barb Hennard – Extension Educator, Auglaize County
- October 15  Mary Griffith – Extension Educator, Greene County
- October 20  Melinda Morrison – Educator/Director, Champaign County
- October 21  Brian Raison – Educator/Director, Miami County
- October 24  Beth Miller – Educator/Director, Miami County
- October 25  Cheryl Barber Spires – Program Specialist, Region
- October 25  Linda Good – Office Associate, Miami County
- October 28  Debbi Custer – Program Assistant, Greene County

Miami County Food Summit
(9/25/15):
Approximately 82 participants gathered at Edison State Community College and began a conversation on how food can positively impact our community. Discussions pointed to intersections of potential for action. Here are a few:

- New ideas for action items to take on around food production, distribution, etc.
- Several business-to-business connections (business to farm; farm to institution; food for health & wellness)
- Numerous contacts among attendees (networking ideas for potential collaborations)
- New members and energy for the Miami County Food Council
- Edison President Doreen Larson announced a new agri-business program formation at the college.

One participant wrote: “Brian, thanks for letting me attend and learn at the Summit. I made some new contacts and have some great ideas. I will also say with conviction that was the best lunch I have had in a year at least. Please give my compliments to the producers and chefs for that. Thanks!” -- Timothy McDermott DVM, Extension Educator, Hocking County

Barb Brahm’s Schedule
- October 12  Clermont/Shelby
- October 13  Delaware
- October 14  CED Conference/TOO ANR EERA meeting
- October 15  Campus
- October 16  Hardin/Delaware

Easy Ways for Teams to Celebrate

At the start of a new project, select an organization/company that’s creative/innovative in areas related to the team’s project. The entire team visits that workplace for new ideas and motivation.
Dear Friends,

In order to be a true leader, you must do the things that leaders do ... and you must do them well. Here are some of the leadership behaviors you need to adopt:

**Accept that your results now come through others.** As a leader, your primary job is not to do the work, but rather to direct, encourage, support, and develop the people who do. Their successes are your successes ... and their failures are yours as well. You’ll no longer be judged merely by what you accomplish individually. Your satisfaction must come from – and your reputation must be built on - what your people achieve. You shine when THEY are the ones in the spotlight.

**Be a leader – not a “boss” or a “pal.”** Your people don’t want to be bossed and they undoubtedly have more than enough friends. If you’re looking to get the most and best from your group, don’t be a dictator or a chum – be a LEADER who motivates, inspires, and models top-notch performance and conduct.

**Let them know how they’re doing.** Providing specific, detailed feedback needs to be an ongoing process rather than a once-a-year event. The more employees know how they stack up against your expectations, the easier it is for them to keep their performance on track.

**Do right by those who do right.** When team members do what you want them to do – when they meet your expectations or go above and beyond the call of duty – there ought to be something in it for them. Of all the activities you engage in as a leader, “catching people doing things right” – and recognizing them for it – needs to be one of our top priorities.

**Explain “why’s” as well as “what’s.”** It’s VERY important for your people to know why things need to be done. It helps them feel like valued members of the organization. And when the why’s make good sense (which they usually do), it increases employee commitment and dedication to the tasks at hand.

**Deal with performance problems early.** Make and take the time to deal with performance discrepancies as soon as you become aware of them. Work through any fear, anxiety, or discomfort you may have. The earlier you address issues, the easier and less emotional they will be to handle for everyone involved.

**Set the example and the tone.** Regardless of what appears on job descriptions or in employee handbooks, your behavior is the real performance standard that team members will follow. They’ll rightfully assume it’s okay and appropriate to do whatever you do. Why wouldn’t they? So it’s critical that you set the proper example and desired tone ... that you model the performance and behavior you expect from others.

**Keep your commitments.** Don’t make promises lightly ... don’t make ones you can’t (or don’t intend to) keep ... don’t BS the people who ultimately will determine your success. And when you do make commitments, write them down, check them frequently, and do whatever it takes to make good on them.

**Embrace diversity.** Work on maximizing your respect for diversity and insist that each member of your teams does the same. Appreciate individuals who are “different” – especially those of other races, cultures, creeds, and national origins. Fact is, it’s the legal thing to do ... it’s the moral thing to do ... it’s the smart thing to do.

Lead Well ... Lead Right

Source: The WALK THE TALK Company
Hello from Miami County! Amanda Bennett has been the Agricultural and Natural Resource Educator in Miami County for just over seven months. Prior to her new position, Amanda worked in the county with Ohio Farm Bureau coordinating events to promote agriculture, policies, local foods, and education. Her experience in Extension includes work as a program coordinator on several special projects including leadership conferences, biofuels, and 4-H State Fair skillathons.

Amanda holds two degrees from OSU: a Bachelor’s Degree in Animal Sciences and a Master’s in Agriculture and Extension Education. Amanda has a background in traditional agriculture, including grain crops and animal production. She is the fourth generation of her family to be employed in the agriculture industry and was raised on the family grain farm in Miami County.

Amanda has not yet settled on a specialty within Extension, but has a particular passion for dispelling myths about “big agriculture” and putting people in touch with how and where their food is grown. Amanda is getting acquainted in her new role and has become involved with the Agronomic Crops Team, the Small Farms College program, and looks for other ways to make an impact in her home county.

Amanda has been married to her husband, Adam, for 7 years. They live with their daughter, E.J. (4) and son, Walker (2) on a small property with way too many perennial plants and shrubs. But, she has a vested interest in horticulture, native plants and their relation to pollinators as she is a hobbyist beekeeper.
Employee Profile  October 12, 2015
Southwest Region newsletter

Pat Holmes is an Extension Educator in Family & Consumer Sciences in Montgomery County. From 1994 to early 2012 Pat was employed in a rural county. Making the move to Montgomery County was a chance to go back home since she grew up on a farm (dairy, swine, crops) in southern Montgomery County and received both her B.S. in Vocational Home Economics Education and M.S. in Education from the University of Dayton. Pat notes that although the same communities exist in the county it was a bit of a shock at first how much each of them had grown in her time away.

Pat and her husband have two children and two granddaughters to keep them busy. They enjoy reading, music, attending granddaughters music and dance recitals. Pat also enjoys creating numerous hand arts when she has time. Sharing these cultural arts with her granddaughter has been great fun especially since she learned from her Mom, Grandmothers, and Aunts.

Pat Holmes is Certified in Family & Consumer Sciences with specialization in parenting/child development. Pat provides programs to promote overall family wellness related to food, money, and family. She really enjoys opportunities to collaborate and help link individuals and organization together.

Pat teaches classes in food safety, nutrition/health, money basics, Helping Children in Times of Stress, Successful Co-Parenting, Mindful Extension stress reduction, Universal Design for the home, and other topics related to families. Pat also provides staff training to organizations and businesses.

Since 2012 Pat has been serving as a community coach for a Coalition in another county. The grant involves 7 states and provides monthly input from Trainers in Kansas and Kentucky. During the last 2 years Pat has received more requests for Budget Basics, Ohio Saves, and Your Money Your Goals training. She supervises Real Money. Real World. and SNAP-Ed program assistants in Montgomery County.

Pat is a Co-Developer/Editor for Smart Eating for Young Children available as a digital book and as a print copy available at [http://go.osu.edu/SSG](http://go.osu.edu/SSG) Pat has authored numerous educational factsheets including Helping Children in Times of Stress.
2015 Extension Support Staff Excellence Award . . .

CES and Extension Administration are committed to a partnership that recognizes a CES member who excels in support staff responsibilities. It is once again time to solicit nominations for the annual $1000 Extension Support Staff Excellence Award! The award and process for selecting the recipient is patterned after Epsilon Sigma Phi’s Excellence in Extension Award for educators. The award recognizes the importance of knowledge, skills and service. This tremendous opportunity brings recognition to a staff member who excels daily in fulfilling responsibilities when serving customers and staff throughout our organizations. Nominations may be submitted by a supervisor, faculty/staff, peer/co-worker, customer, or emeriti. Required documentation includes completion of online nomination form, letter of support from direct supervisor and two additional letters of evaluation and support. Any Extension support staff member who is a current active member of Chi Epsilon Sigma and has been a member for five years is eligible for nomination. If you are uncertain if your nominee has been a member of CES for the required five years, please don’t hesitate to contact me and I can verify that for you. The award guidelines, criteria, eligibility, and selection procedures can be found at http://go.osu.edu/BAzJ Visit http://go.osu.edu/2015CESaward to enter a nomination. Nomination deadline is October 31 by 5:00PM. Please take the time to consider possible candidates for this award, and take action to nominate a top office professional. Presentation of the award will be on December 8, during the OSU Extension Annual Conference.

Support Staff You Still Have Time . . .

The deadline for joining Chi Epsilon Sigma (CES) is quickly approaching. If you have not yet returned your membership renewal applications please do so as soon as possible. Dues must be postmarked by October 15 in order to be eligible to apply for awards, vote on chapter business or be a candidate for an office on the CES Board. Remember that Membership Scholarships and a Scholarship for attending Annual Meeting are available if funding is a problem for your office. You can request an application by checking the appropriate box on the membership form.
http://extension.osu.edu/about/chi-epsilon-sigma/ces-membership

ListServs . . .

New Employees If you haven’t already done so, you will want to subscribe to the Extension Miscellaneous listserv. To subscribe, send an email message with subject to extension-misc-requests@lists.osu.edu. In the body of the message include only the word Subscribe. To use the listserv to send a message, the name is extension-misc@lists.osu.edu