April 2019 Impact Collaborative Summit

April 29-May 2, 2019
Atlanta, GA

Feedback & Evaluation Report
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After Action Review - May 3, 2019, 25 participants

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Overview

26 Project and Program teams across Cooperative Extension representing 34 institutions attended the Impact Collaborative in Atlanta for a unique opportunity to create impactful results at the local level by increasing Cooperative Extension’s organizational readiness and capacity for innovation and change. Teams were connected with skills, tools, resources, and partners that helped expand and deepen their impact.

Partners representing organizations external to Cooperative Extension were invited to attend the Impact Collaborative Summit and participated in our first national Partner Forum, with a guided discussion by leaders from the Institute for the Future. This forum was designed to connect private and public sector organizations focused on community impact, including leaders from Cooperative Extension, and look for future opportunities to engage collectively. After the forum, partners had the opportunity to spend time talking with teams and learning more about the work they are doing to make an impact in their states, locales, and across the nation.

After three days of hard work, teams participated in a LaunchFest where they presented their project or program to a panel of partners and Cooperative Extension leaders. As a result of their work, top scoring teams have a pre-approved application for a $5000 grant that brings new capacity to their project. All teams have an opportunity to apply for a $5000 grant to bring new capacity to their project and attend the October Impact Collaborative Summit.

eXtension will continue its support of all project and program teams through Engage & Empower Online, our new resource that offers Impact Collaborative teams and Innovation Facilitators unique professional development opportunities including webinars and learning circles, exclusive access to publications and presentations,
access to a new online version of the Impact Collaborative Innovation Skill-Building Experience tool, eFieldbooks focused on a variety of topics important to teams and CES (including Diversity, Equity, and Inclusion, Opioid Response, and more being developed in 2019) and a place where the Impact Collaborative can continue to connect teams with the resources they may need to continue project or program growth towards increasing innovation and local impact.

New Program Framework and the Impact Collaborative Tools

Project and program teams were guided by assigned primary and secondary coaches (Impact Collaborative Facilitators) and key informants to use the new Propelling Community Impact framework and rubric to gauge their “growth stage” in five key areas, including who their audience is, why/purpose of the project/program, what the project/program entails, how it will be implemented, and is it ready to “launch”. To help teams answer the critical questions to a successful project, teams and their coaches used the rubric as a self-assessment tool at the beginning of the Summit and again at the end of the Summit to see their growth, if any, in those key areas of success. Coaches used the Impact Collaborative Innovation Skill-Building Kit Workbook and additional tools like Persona templates, Team Readiness Checklist, and the Project Roadmap to support teams “where they are” throughout the Summit. Visualization Station Key Informants provided additional help for teams to uncover programmatic gaps, focus, and/or “tell their story” using concept mapping, systems mapping, ripple mapping, asset mapping, graphic recordings, etc. Launchfest Appraisers used the Propelling Community Impact Rubric to rate Team presentations/projects for readiness for launching and additional opportunities such as an opportunity grant and/or additional mentoring post Summit.
Attendance

Thirty-four institutions from all five regions were represented in 26 teams attending the April 2019 Impact Collaborative Summit, with 25 of them competing in the Impact Collaborative LaunchFest. One team included a community team member from the Nevada Health Department. Thirteen institutions from all five regions and six additional organizations were represented by 16 trained Impact Collaborative Facilitator Coaches and 10 Key Informants consulted with teams to help them make progress on their projects/programs. Twenty-five partners external to Cooperative Extension attended the Partnership Forum, a Team and Partner reception, and the Launchfest. Nine eXtension staff were on hand to give daily opening presentations as well as support all teams, coaches, key informants, partners, and each other during the Summit. Total attendance was 168 participants.

Teams

A. The 1890s - 51 attendees (including team members, coaches, key informants, partners)
   a. Alcorn State University: The Gold Team (also includes members from Kentucky State University, Fort Valley State University, and South Carolina State University), Southern Goal Getters (also includes team members from Alabama A&M University, Florida A&M University)
   b. Alabama A&M University: Southern Goal Getters (also includes members from Alabama A&M University & Florida A&M University, Alcorn State University), The Innovative Thinkers (also includes members from Fort Valley State University, West Virginia State University, Alabama A&M University)
c. Florida A&M University: CIVIC (also includes members from University of Florida), Fourth Pillar, National Sustainability Summit (also team members from the University of Florida, North Dakota State University, Washington State University), Southern Goal Getters (also includes members from Alabama A&M University, Alcorn State University)

d. Fort Valley State University: Extension Kats (Also includes members from Tuskegee University), The Gold Team (also includes members from Kentucky State University, Alcorn State University, and South Carolina State University), Straight from the Heart (also includes members from Tuskegee University, Prairie View A&M University, Fort Valley State University), The Innovative Thinkers (also includes members from Fort Valley State University, West Virginia State University, Alabama A&M University), Trio Team

e. Kentucky State University: 3 4 Boxes, The Gold Team (also includes members from Alcorn State University, Fort Valley State University, and South Carolina State University), The Thorobreds

f. Prairie View A&M University: Dynamic Developers/A New DEI, Straight from the Heart (also includes members from Tuskegee University, Prairie View A&M University, Fort Valley State University)

g. South Carolina State University: The Gold Team (also includes members from Kentucky State University, Fort Valley State University, and Alcorn State University)

h. Southern University Agricultural Research and Extension Center: Southern J agriculture

i. Tuskegee University: Tuskegee Public Dialogue Team, Extension Kats, Straight from the Heart (also includes members from Tuskegee University, Prairie View A&M University, Fort Valley State University)

j. West Virginia State University: The Innovative Thinkers (also includes members from Fort Valley State University, West Virginia State University, Alabama A&M University)

k. Virginia State University: VSU-SFOP

B. North Central - 27 attendees (including team members, coaches, key informants, partners)
a. Purdue University: DEI Indy
b. Kansas State University: Kansas 4-H Youth Development
c. North Dakota State University: National Sustainability Summit (also team members from University of Florida, Florida A&M University, Washington State University)
d. University of Minnesota: National Pesticide Education Center (also team members from the University of Connecticut, Michigan State University, Utah State University)
e. University of Nebraska: Wellness in Tough Times

C. Northeast - 8 attendees (including team members, coaches, key informants, partners)
   b. University of Vermont: Vermont DEI

D. Southern - 24 attendees (including team members, coaches, key informants, partners)
   a. University of Georgia: UGA Water Team
   b. University of Florida: CIVIC, National Sustainability Summit (also team members from North Dakota State University, Florida A&M University, Washington State University)

E. Western -22 attendees (including team members, coaches, key informants, partners)
   a. University of Nevada - Reno: Nevada Nutrition Team
   b. University of California -Davis: ZooAtopia
   c. Utah State University: HEART Team, National Pesticide Education Center (also team members from the University of Connecticut, Michigan State University, University of Minnesota)
   d. Washington State University: National Sustainability Summit (also team members from University of Florida, North Dakota State University, Florida A&M University)
Coaches

- Tira Adelman, Project Manager, eXtension Foundation
- Daniel Allen, County Agent, University of Kentucky
- Karin Bump, Executive Director, Cornell University
- Kristi Farner, Program and Staff Development Specialist, University of Georgia
- Elizabeth Gregory North, Head, Agricultural Communications, Mississippi State University Extension Service
- Danielle Hautaniemi, State Extension Specialist, Field Operations, Cornell University
- David Keto, Media Producer, University of Wyoming
- Kurt Mantonya, Extension Educator--Community Vitality, University of Nebraska
- Tammy McCulloch, Extension Regional Director, University of Minnesota
- John Porter, Urban Agriculture Program Coordinator, Nebraska Extension
- Rochelle Sapp, Extension Leadership Specialist, University of Georgia
- Kittrane Sanders, Community and Rural Development Agent, NC Cooperative Extension (NC State University/NC A&T State University)
- Gwyn Shelle, Instructional Technology Specialist, Michigan State University
- Donna Schwarting, Volunteer Leadership Educator, University of Idaho
- Hannah Swanbom, Community Development Area Educator, University of Wyoming
- Charles E. Stamper, Extension Special Projects Coordinator, University of Kentucky
- Jason Weigle, Community Vitality Educator, University of Nebraska Extension

Key Informants

- James C. Anderson II, Assistant Professor of Ag Leadership, University of Georgia
- Gae Broadwater, Principle, GB Facilitation & Training Works
- Chrystal Checketts, Business Development and Marketing Consultant
- Zuri Garcia, Extension Assistant Professor, Utah State University
● Andrea L. Hernandez, Ph.D., Partner Team, eXtension Foundation
● Teresa Hogue, Partnership Development, eXtension Foundation
● Lynn Luckow, Founder, LikeMinded, Inc.
● Mary Kluz, consulting specialist; cultivadora, University of Wisconsin Madison Extension, emerita
● Martha McGuinnes, Graphic Recorder, Visual Logic
● Jeff Miller, PhD, Builder/Connector of Human Leadership Networks, Innovative Leadership Solutions, Greenleaf Center for Servant-Leadership, Creighton Univ., Univ. of Indianapolis
● Dr. Kim Niewolny, Associate Professor, Community Education and Development, Virginia Tech
● Tom Smith, Executive Director
  National Pesticide Safety Education Center
● Renée V. Wallace, CEO | Exec. Dir., Doers Consulting Alliance | FoodPLUS Detroit

eXtension staff

● Peter Aamodt, Chief Financial Officer
● Tira Adelman, Project Manager
● Beverly Coberly, Ph.D., Chief Operating Officer
● Ashley S. Griffin, Program Manager, Impact Collaborative
● Andrea L. Hernandez, Ph.D., Partner Team
● Teresa Hogue, Partnership Development
● Molly Immendorf, Impact Collaborative Lead Design Manager
● Annie Jones, Ph.D., Impact Collaborative Facilitator Manager
● Aaron Weibe, Communications & Engagement Manager

Opening Panel Members

● Zuri Garcia, Extension Assistant Professor, Utah State University
● Lynn Luckow, Founder, LikeMinded, Inc.
● Dr. Kim Niewolny, Associate Professor, Community Education and Development, Virginia Tech
• Tom Smith, Executive Director, National Pesticide Safety Education Center

Partners

• Maria Azuri, Director of Candid South
• Ron Brown, Ex Director, Southern Regional Extension Directors
• Kristen Cambell, Exec Dir, Philanthropy for Active Civic Engagement
• Jane Clary, Program Leader, NIFA-USDA
• John R. Dedrick, Executive Vice President and Chief Operating Officer, Kettering Foundation
• Max Elder, Research Director, Food Futures Lab, Institute for the Future
• Brent Elrod, National Program Leader, NIFA-USDA
• Andy Ferrin, CSO, 4-H Council
• Lyla Houglum, Ex Director, Western Regional Directors
• Ed Jones, Director, Virginia Polytechnic Institute and State University
• Rick Klemme, Ex Director, Cooperative Extension ECOP
• Janice Lombardo, Director of Member Engagement, Philanthropy for Active Civic Engagement
• Vanessa Mason, Research Director for Future 50, Institute for the Future
• Katrina Mitchell, Executive Director, Child Well-Being Movement | Community Engagement, United Way of Greater Atlanta
• Ali Mitchell, Ex Director, Assoc. Northeast Extension Directors
• William Muse, President, National Issues Forum Institute
• Gabrielle Ratté Smith, Senior Associate for Strategic Partnerships, Orton Family Foundation
• Roger Rennekamp, Associate Dean and Director, The Ohio State University
• Chuck Ross, Director, University of Vermont Extension
• Scott Reed, Dean and Director, Oregon State University
• Steve Turner, Director, Mississippi State University
• Roderica Williams, Senior Associate of Programs & Partnerships, Southeastern Council of Foundations
• Gary Wilson, Community Heart & Soul Champion, Orton Family Foundation

Team Project Descriptions

<table>
<thead>
<tr>
<th>Team Name and link to individual report</th>
<th>Institution(s)</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>3 Boxes</td>
<td>Kentucky State University</td>
<td>This project is focused on providing training and assistance to co-workers to create an awareness of individual capabilities</td>
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<tr>
<td>Project Name</td>
<td>University</td>
<td>Description</td>
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<td>A New DEI</td>
<td>Prairie View A&amp;M University</td>
<td>This project encourages financial and personal stability through a tool box and open conversations about diversity, equity, and inclusion for individuals and families with limited resources.</td>
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<tr>
<td>CIVIC</td>
<td>University of Florida &amp; Florida A&amp;M University</td>
<td>This project fosters civil and inclusive dialogue to cultivate a climate of sustained community conversation around complex and pressing local issues through technical resources and professional development training to enable CES agents to effectively serve as conveners, moderators, and coordinator.</td>
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<tr>
<td>DEI Indy</td>
<td>Purdue University</td>
<td>There are seven sequenced steps in this project: (1) Members of our DEI Indy Team increase their individual DEI competencies and associated skills; (2) DEI Team members assist other Purdue Extension-Marion County staff members and key volunteers in increasing their own DEI knowledge, awareness, competencies and skills; (3) key program constituent groups such as Master Gardeners, 4-H adult volunteers, urban farmers, money mentors, food corps volunteers and Extension Board members examine and strengthen their DEI recruitment and operating practices; (4) impacts brought about by changed internal practices are identified and summarized; (5) CityLAB partners are identified and DEI participation barriers removed to solidify a successful partnership; (6) lessons learned are shared with other organizations; and (7) the DEI Team identifies external organizations to assist in this collective impact work.</td>
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<tr>
<td>Delaware Small Steps to Health &amp; Wealth</td>
<td>University of Delaware</td>
<td>Small Steps to Health and Wealth is an individualized program that focuses on creating goals around health and wealth topics.</td>
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<td>Extension Kats</td>
<td>Tuskegee University &amp; Fort Valley State University</td>
<td>This project is exploring how drone technology can be helpful to small farmers.</td>
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<tr>
<td>Fourth Pillar</td>
<td>Florida A&amp;M University</td>
<td>This team aims to increase their knowledge of co-creation community success stories and promising models that leverage diverse assets and community partners.</td>
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<tr>
<td>Team Name</td>
<td>University/Research Center</td>
<td>Description</td>
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<tr>
<td>The Gold Team</td>
<td>Alcorn State University, Kentucky State University, Fort Valley State University, South Carolina State University</td>
<td>This team is looking to solidify a plan of action that will impact the 1890 community and clientele through creating an employee suggestion program for Extension.</td>
</tr>
<tr>
<td>Healthy Georgia</td>
<td>University of Georgia</td>
<td>This project is designed to help build social media capacity to effectively recruit for programs and engage participants in outreach efforts.</td>
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<tr>
<td>HEART Team</td>
<td>Utah State University</td>
<td>This project is a new four-year initiative focused on the Health &amp; Wellness needs of Utah, specifically the opioid epidemic.</td>
</tr>
<tr>
<td>Southern Jagriculture</td>
<td>Southern University Agricultural Research and Extension Center</td>
<td>This project is looking for innovative ways to prepare communities with an emergency preparedness plan, a directory of resources, and access to their vital documents.</td>
</tr>
<tr>
<td>Kansas 4-H Youth Development</td>
<td>Kansas State University</td>
<td>This team is searching for an innovative way to engage and equip volunteers to work within its system to solve community needs. The goal is to help educate and empower staff and move them toward seeing themselves as volunteer development professionals regardless of subject area.</td>
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<tr>
<td>National Sustainability Summit</td>
<td>University of Florida, North Dakota State University, Florida A&amp;M University, Washington State University</td>
<td>The National Sustainability Summit conference brings leading sustainability and energy educators and practitioners together to showcase land grant university Extension and research program successes, share challenges, and identify opportunities to strengthen our collective impacts. It also provides conference hosts with opportunities to build a strong, supportive local community of Extension supporters and partners.</td>
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<tr>
<td>Nevada Nutrition Team</td>
<td>University of Nevada, Reno</td>
<td>Our team members are accomplished, visionary leaders who are being asked to define at least one statewide priority and related strategies that will also serve as an example that will be positioned for statewide Extension faculty, working in</td>
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committees, to consider in developing plans for statewide needs assessment in the six areas identified by USDA for our Extension priorities nationally.

<p>| National Pesticide Safety Education Center (NPSEC) | University of Connecticut, Michigan State University, University of Minnesota, Utah State University | This project aims to develop guidance to ensure consistency of Collaboration Teams function, outputs, and outcomes in the area of Pesticide Safety Education. Representing the National Pesticide Safety Education Center, an Extension business-model innovation, this group is looking for innovative ways to continue serving Pesticide Safety Education Programs (PSEPs), including the use of collaboration teams to reinforce efforts amongst PSEP coordinators nationally. |
| National LaunchFest Mentoring | University of Connecticut, Michigan State University, University of Minnesota, Utah State University | Alabama A&amp;M Extension, Alcorn State Extension and Florida A&amp;M Extension all have mobile educational units that are unique to each university and are designed to educate people in their community, at field days, state fairs, etc. This team has identified a non-traditional audience to implement a series of programs and activities relating to nutrition, gardening, marketing and STEM. |
| Southern Goal Getters | Alabama A&amp;M University &amp; Florida A&amp;M University, Alcorn State University | A University Incentive Program for the College of Agriculture Employees, to enable the achievement of focus goals beyond the current situation. The incentive program will demonstrate appreciation, satisfaction, and empower employees. Keeping the expense as minimal as possible could get the buy-in from administration, for designated professional development, such training reimbursement or stipend. Intentional supplemental rewards will include employee bonuses, gift cards, and employee-driven evaluations. Such incentives will increase productivity as well employee retention, and commitment. We are considering the display of information of highlighted employees in reports, with success stories via newsletters, magazines, video clips, tabletop displays and a wall of fame. |
| Straight from the Heart | Tuskegee University, Prairie View A&amp;M University, Fort Valley State University | A University Incentive Program for the College of Agriculture Employees, to enable the achievement of focus goals beyond the current situation. The incentive program will demonstrate appreciation, satisfaction, and empower employees. Keeping the expense as minimal as possible could get the buy-in from administration, for designated professional development, such training reimbursement or stipend. Intentional supplemental rewards will include employee bonuses, gift cards, and employee-driven evaluations. Such incentives will increase productivity as well employee retention, and commitment. We are considering the display of information of highlighted employees in reports, with success stories via newsletters, magazines, video clips, tabletop displays and a wall of fame. |
| The Innovative Thinkers | Fort Valley State University, West Virginia State University, Alabama A&amp;M University | A collaborative publication or e-newsletter for diverse audiences and stakeholders that highlights Extension, research and academia enabling staff to make an impact through innovative programming unlike departments that work independently. |</p>
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<thead>
<tr>
<th>Program Name</th>
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<tr>
<td>The Thorobreds</td>
<td>Kentucky State University</td>
<td>This program helps provide healthy living alternatives for children and parents.</td>
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<tr>
<td>Trio Team</td>
<td>Fort Valley State University</td>
<td>This team is aimed at developing an agriculture disaster program.</td>
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<tr>
<td>Tuskegee Public Dialogue team</td>
<td>Tuskegee University</td>
<td>In 2016, ECOP recognized a need to explore ways Cooperative Extension Service could respond to the deep need for improving race relations across the nation. Through their thoughtful leadership, the Rapid Response Team on Civil Discourse on Race Relations formed to explore existing efforts within Cooperative Extension Service, catalogue resources available, and recommend next steps for building capacity. Tuskegee University Cooperative Extension Program (TUCEP) responded by sending a specialist to the first cohort group of Coming Together for Racial Understanding Train—the Trainer Training. Following the training, the Tuskegee Public Dialogue Team (TPDT) formed and travelled to the first national Impact Collaborative Summit to establish a clear project roadmap for creating a program aimed at helping communities engage in civil dialogues around racial issues.</td>
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<tr>
<td>UGA Water Team</td>
<td>University of Georgia</td>
<td>This project is about educating and increasing the level of adoption and Water Use Efficiency by utilizing advanced irrigation scheduling tools in the state of Georgia.</td>
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<td>Vermont DEI</td>
<td>University of Vermont</td>
<td>This program promotes a shift in culture within CES and its programs to embrace and operationalize a more diverse, equitable, and inclusive atmosphere, recognizing multiple dimensions of identity and experience.</td>
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<td>VSU-SFOP</td>
<td>Virginia State University</td>
<td>This program provides outreach, training and technical assistance to small, limited-resource, socially disadvantaged, veteran, and beginning farmers and ranchers.</td>
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<td>Wellness in Tough Times</td>
<td>University of Nebraska-Lincoln</td>
<td>Help rural families create and maintain connections for mental wellness; Help local communities in supporting farming/ranching families to address mental wellness and identifying meaningful and impactful ways to create communities of care to support mental wellness.</td>
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<tr>
<td>ZooAtopia Western LaunchFest Mentoring</td>
<td>University of California-Davis</td>
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<tr>
<td>This project aims to enhance program delivery and connect with a widening audience, this project will combine online educational offerings with in-person trainings to create a suite programs and certifications for community-based and professional audiences engaged in food, agriculture, natural resource, and health related experiential learning pursuits. The content will immerse participants in UC ANR developed, cutting-edge research and extension while providing enriching personal and professional development opportunities. The suite of programs will offer access to free online content along with fee-based e-learning and in-person trainings.</td>
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**Event Evaluation:**

I will recommend the Impact Collaborative Summit to others.¹

- 87% Yes
- 9% No
- 2% There was some usefulness but overall not a huge impact
- 2% Possibly with the right group
- 2% Have already done that since October

We now have a path forward that will enable us to achieve project implementation.

- 86% Yes
- 6% No
- 2% Time will tell... as a team possibility
- 2% We have a start
- 2% Not because of this summit, but because of the November 2018 summit.
- 2% We are still on the path. IC has helped it to become more clear.

¹ In the April 2019 IC Summit Evaluation Instrument with 65 participants.
I will attend future Impact Collaborative events when available.²

- 70% Yes
- 10% Yes, if funded and approved
- 13% Maybe
- 11% No

Which aspects of the Impact Collaborative Summit did you find most helpful? Select all that apply:³

- 71% Team Time
- 59% Visualization Station: Mapping (Concept, Asset, Systems, Partnership, Conversation, etc.)
- 59% Visualization Station: Mapping (Concept, Asset, Systems, Partnership, Conversation, etc.)
- 56% Pop-up Sharing Reception (Tuesday night)
- 46% Launchfest
- 44% Propelling Community Impact Rubric (Growth Stages)
- 41% Visualization Station: Graphic Recordings
- 32% Charging Stations/Key Informants
- 29% Team & Partners Reception (Wednesday night)
- 27% Visualization Station: Self-serve creation station
- 19% Summit Launch: Panel Discussion
- 19% Partner’s Forum
- 16% Lunch Participant-led table topics
- 2% Innovation Lab
- 2% Did not find any helpful

² In the April 2019 IC Summit Evaluation Instrument with 64 respondents.
³ In the April 2019 IC Summit Evaluation Instrument with 63 respondents.
5. Which aspects of the Impact Collaborative Summit did you find most challenging? Select all that apply.

- 25% Propelling Community Impact Rubric (Growth Stages)
- 24% Launchfest
- 12% Summit Launch: Panel Discussion
- 12% Team Time
- 12% Visualization Station: Mapping (Concept, Asset, Systems, Partnership, Conversation, etc.)
- 10% Visualization Station: Self-serve creation station
- 9% Team & Partners Reception (Wednesday night)
- 9% Visualization Station: Graphic Recordings
- 7% Team Coach
- 7% Pop-up Sharing Reception (Tuesday night)
- 5% Charging Stations/Key Informants
- 5% Lunch Participant-led table topics
- 3% Partner’s Forum
- 2% Not having formal breaks was tough. It made for a long day.
- 2% The challenge of explaining the same project over and over in so many different ways
- 2% Nothing was challenging because we had previously been to a summit and were comfortable with the Skill-building kit and ideation workshop; the panel discussion on wasn’t helpful and a little dry and low energy for the first day;
- 2% We wanted more direction the first day to understand the booklet and stages
- 2% Needed to be better prepared before attending
- 2% I have some concerns about forcing longitudinal change work into the launch/pitch framework.
- 2% All

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4 In the April 2019 IC Summit Evaluation Instrument with 59 respondents.
What did the Impact Collaborative Summit provide that you can’t get anywhere else?\(^5\)

**Resources and Support:**

- All of the feedback from key experts, coaches, and other participants
- Group of experts outside of my project to give insight and bounce ideas with and individualized coaching
- Networking across 1890s institutions for shared programming.
- It provided great tools and a collaborative space to walk through many steps of developing an idea into a valuable project in new ways
- Hearing new ideas and plans for innovative programs in response to emerging issues
- Knowledgeable people with diverse skill sets on hand to assist when needed.
- The availability of resources of all sorts, in one setting.
- Guidance and help on moving our idea closer to launch.
- Focused time with team with real time support from coaches, key informants and experts.
- Coaching and review and honest feedback
- Very skilled staff and very helpful education and networking tools

\(^5\) In the April 2019 IC Summit Evaluation Instrument with 51 respondents.
• This gathering of these diverse and amazing people dedicated to beautiful work!
• Hands on coaching
• Direction and support
• Access to human resources (key informants, visualization stations), and just the time and space to meet and work with our team.
• Ready, competent and willing coaches and resources.
• Access to bump ideas off of a variety of other extension colleagues from a variety of disciplines and states
• Great ideas and people
• Access and time with partners who provided excellent guidance
• Extension-focused expertise and experience
• Dedicated time and support from key partners, feedback from coaches, and judges as well.
• resources and support from experts for developing program
• Networking across 1890s institutions for shared programming.
• Good exposure to other extension professionals undergoing major projects.

Structure/organization of event:
• Time to work together in person
• a large amount of isolated time with team members
• Time to collaborate
• Structured time chucks to develop ideas further; the visualization stations and coaching was amazing!
• time to work together face to face for longer periods of time so we can accomplish things.
• Just a better framework
• Engaging environment
● a forced, sit-down discussion with guidance and design that must have an end result
● Dedicated time flushing out a project plan with a coach consultant to assist us
● Focused time to work on a project and help from key informants and coaches to guide the process, provide input, etc.

Content:
● Program Development
● Innovation stations
● Best concept diagram
● I appreciated the different frameworks for thinking through a project.
● The graphic recording was very helpful for our process.
● Time with the Visualization Station: graphic recording and Mapping (Concept, Asset, Systems, Partnership, Conversation, etc.)
● Clear direction on how to communicate program plans

Supportive resources (Coaches and Key Informants) were effective, supportive, timely, and engaging.⁶

● 91% Yes
● 6% No
● 2% For the most part. Might need to check in with other teams oftener
● 2% So so

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⁶ In the April 2019 IC Summit Evaluation Instrument with 64 respondents.
Did you get what you needed over the last three days?\(^7\)

- 84% Yes
- 8% No
- 2% Time will tell...Mostly but would have liked to learn the process or strategies on the workbook better
- 2% Yes and no, slightly more structured
- 2% We had time to work together which was good
- 2% I didn’t have a set goal for what I needed before I came

Do you have any additional thoughts, comments, feedback, or shout outs to someone/something you’d like to share? If so, please share below:\(^8\)

- Everyone was so helpful. I feel like I gained a lot from the conference even though I was unable to stay for the whole event.
- I believe I was expecting a little more advanced planning. The hand holding was a bit redundant, especially since we already in area of extension & programming... I was expecting the opportunity to launch or be exposed to a greater project
- I came in not knowing fully what to expect as our project idea was very new. I loved being a part of the project development process. Thank you for this! I would love to do it again.
- Great job! Having an open bar during the sharing sessions at the end of the day would be way better than having alcohol mid afternoon on the last day when most of us were traveling home - many driving!
- Nice work. I was worried it would be a repeat of the Ideation Workshop but it wasn’t. This helped grow the idea without repetitive.
- I (we), would need information on specific funding sources for seed funding.
- Shout out to our coach and the key informants who helped us.
- The food for the specialized diets was hard to access, sometimes we were told they didn’t have anything and other times it was not a balanced meal...for

\(^7\) In the April 2019 IC Summit Evaluation Instrument with 62 respondents.
\(^8\) In the April 2019 IC Summit Evaluation Instrument with 40 respondents.
example, my vegetarian non dairy lunch was basically lettuce with cheese or for breakfast only had the option of oatmeal without protein.

- Coaches were great especially Tira (Dolly Witherspoon) Adelman
- Our primary and secondary coaches were amazing
- Coach John was absolutely invaluable. There’s no way we would have been able to present anything without his guidance.
- Hannah Swanbom is patient and awesome
- Amazing extension leadership and coaching...David keto...annie jones... our team members
- Danielle, our coach was great. Martha the graphic artist was invaluable.
- Thank you for the opportunity to be here!!
- Renee did a great job explaining the entire process!
- Going through the toolkit at the beginning of the conference would have been very helpful to new teams. Better assignment of coaches would have been helpful to us. We felt like we could have done this work at home.
- Probably would have gotten more out of the summit if we had been better prepared prior to attending. Coaches and informants provided good feedback.
- Thank you so much for this excellent learning opportunity
- Yes, but not on a phone . :-) I’ll email.
- It sounds like the process was better before or could have been useful if this was the second time.
- Great experience! So much love from the staff
- Would like to say a very big thank you to our coach Daniel for his advice and coaching. With his help we won first place.
- More guidance was needed on what the launch judging criteria was
- Provide clear details of expectations for the summit. Avoid the redundancy.
- The partner reception was not very successful for my team, would have liked if partners were assigned numbers to projects and rotation occurred. We got one partner visit, maybe not enough time for that activity?? Also, I think part of Day 2 could have benefitted from at least one structured group activity. Otherwise it was great to have team time/charging stations. Really enjoyed interacting with stations, coaches and informants.
- Want to have support and coordination from the expert team in steps ahead
• We really loved working with Martha to visualize our project, as well as our coaches.
• The process was great! The support from our coach empowered us. Much of the microphone time up front was unnecessary and felt like a waste of precious time...brutally honest - we don’t need to know details about each person’s career, etc. beyond what is in print, but need only to know how they can help us.
• Loved our coach Kit!! She was vital to our success. Renee’s contribution was priceless— she was able to clarify and unify our ideas and thoughts when we needed direction.
• There were a few times when our team was making good progress and working together and a coach would come and interrupt to ask questions which really derailed our focus and momentum. It would be nice to have like set coach time and then either they leave or stick around the whole time to chime in as part of the process instead of interrupting. I did feel like there was almost too little structure for this Impact Collaborative. It often wasn’t clear what we should be doing. Overall there was a lack of energy like the last impact collaborative. I loved the excitement and energy, especially of the launch fest from last time. I think having a few awards to motivate teams during the launch/pitch fest is a real motivator and would encourage some form of a reward for winning teams in the future. I was thankful that our coach pushed us to do the visualization stations though because our team was kind of anti, but it was really helpful for us. Perhaps consider having a counselor available to talk with when team dynamics become too much, lol...or a de-stress room, haha. I would also say that it would be helpful to get real feedback from judges instead of what we know which is "don’t read from cards". The fest is fun, but we also want it to be helpful. Perhaps have one key informant or someone to go over detailed ways in which you can improve your pitch/program. What’s missing? What wasn’t clear? etc.
• Our coach Daniel Allen was very helpful. The visuals by Martha were extraordinary and the visualization and logic process of Renee was enlightening. There was diversity in the room. Lost of collaboration with other institutions. The challenge I see is that Extension Directors are not up to speed with this urgent issue. They need to invest and post a scorecard to what they are doing. Could be linked to pay. The people innovating, do not seem to have the authority and power to replicate these ideas through their systems. Overall, a well organized summit. The leaders should work hard on diversifying their ranks. The leadership should model the concepts that they want us to achieve.
• The Panel discussion should be comprised of previous Launch winners (varied projects) and place the panel discussion close to Launch.
• Add a session on how to promote/sell the project with financial discussion (prep for the shark tank).
• Continue to diversify the Impact Collaborative team with 1890 and 1994 personnel
• Obvious identification of the Partners (on the stage introduction and or wearing some identifying item).
• Engage and communicate with all participants of what is the agenda and the schedule so that all members have an idea of what they should be bringing before they enter
• Very good summit!
• Great job. While this is an exhausting process, it is effective and rewarding.

Team Leader Post Summit Evaluation:9

In what ways did the Impact Collaborative Summit help your team?

<p>| | |</p>
<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>New Idea</td>
<td>81.8%</td>
</tr>
<tr>
<td>New techniques and tools</td>
<td>68.2%</td>
</tr>
<tr>
<td>Team growth (forming, storming, norming)</td>
<td>68.2%</td>
</tr>
<tr>
<td>New innovation or increased innovation</td>
<td>63.6%</td>
</tr>
<tr>
<td>Filled gaps in project planning</td>
<td>54.5%</td>
</tr>
<tr>
<td>Uncover gaps in project planning</td>
<td>54.5%</td>
</tr>
<tr>
<td>Gave ways to tell our team/project story</td>
<td>54.5%</td>
</tr>
</tbody>
</table>

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9 In the April 2019 Team Leader Post-Summit Evaluation instrument with 22 responses.
<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>New support</td>
<td>54.4%</td>
</tr>
<tr>
<td>Refined/new purpose</td>
<td>50%</td>
</tr>
<tr>
<td>New partnerships</td>
<td>36.4</td>
</tr>
<tr>
<td>New/additional targeted impacts</td>
<td>8%</td>
</tr>
<tr>
<td>Other: Identified need for Process Facilitator</td>
<td>4.5%</td>
</tr>
</tbody>
</table>

In what ways did your project idea change because of attending the Impact Collaborative Summit?

- We learned new ways to help motivate participants of our program by speaking with people at the impact collaborative and brainstorming ideas.
- Go back with defined action steps & yth component.
- The propelling help us clear up who.
- More concise.
- The project idea did not change but the Summit allowed us time and resources to more fully develop aspects of the project.
- The summit process in addition to key informant feedback/coaching expanded concept planning while further focusing our project’s approach and strategy.
- Our Project becomes more specific, moving from been to generalized.
- More ideas, innovations.
- Became more focused in topic.
- Identified need for Process Facilitator. Progress on refining guidance document.
- Identified early-win strategy.
- Project idea so that it could be more measurable and collaborative.
- Systematized the team approach.
- Provided us with a clearer view on how to achieve our goal.
• Refined the idea
• Started from scratch with yet to be met colleagues
• Yes by introducing additional information and strategies to accomplish our goal.
• We are more connected and energized
• We were able to further think through the innovative steps and utilize the propeller framework to further define the key ideas
• We were better able to clarify the purpose of our initiative, Healthy Georgia. We articulated what we think is the mission and vision of Healthy Georgia, identified existing services and target audiences, and recognized the need to have an intentional focus on diversity in our programming.
• Our idea didn’t change, but we found ways to further enhance our publication through the launch process. We practiced how we can better tell our story using the propeller.
• 350 degree change. From BIG picture to what is feasible and doable that could be launched and evaluated.

What additional help does your team need?

• Clear up what but we will work on it
• More Information
• Continued access to eXtension resources and tools & networking.
• Thanks for providing this innovative program!
• Need for video production training, and funding sources.
• Financing
• Online assistance
• Process facilitator to help us make the final step to develop individual plan for Collaboration Teams
• Continued support as we dive into the deep work.
Continued support to define and implement propeller, we loved the innovation station in helping us conceptualize things!

Time and resources to continue with the project

Annie and David and tira helping us for upcoming summit program

Funding, resources, and additional collaborations.

A few more sessions with Renee and Tira would be amazing!

We will now present our ideas to the leadership team, and they will determine next steps. At that time, we will be able to identify additional supports needed.

More coaching to clearly state what things would like when all is done. How will DEI prevail in corporate and youth audiences? Identify new partners and be specific on what we leverage and specifically what occurs as a result. We focused on building a new cadre of volunteers and would need help to make the concept scale to all Extension program areas.

Coach/Key Informant/Staff Daily Debrief and Reflections

I like...

The unstructured format of this Summit of working with the teams where they are at. But it would have been nice to work with the new teams to work thru section 1-4 to understand the connection with the Propellor with the Rubric and the Innovation Workbook.

The energy they brought to them. One team from Oct and and one that did not but both had energy.

At 3:30 - 3:45 I liked seeing some good stuff getting on these boards and the light bulbs were going off.

Thanks to the smoothness of the conference

The brain break and need more

Liked getting teams to KIs and VS.

Liked the KIs putting their areas of expertise
Love how it is setup with here are the tools and this is what you have - wish my team was here

The flexibility of the VS team engagement and when we upset their applecart. Not that you will have the best poster

Like the feeling we have done something important for CES and the relationships and networks will grow.

I like how attached all the coaches were to their teams

The VS and have multiple teams to go back and learn more the second time.

One of their teams wants to come back in October to the Summit
  ○ Teams are thinking of new teams to attend the next Summit
  ○ Some want to hold state events and become trained facilitators

Liked how two teams had been before and came back and still had progress in this week too

I liked the experiment - like to see in presentations and have the visuals to showcase

Having the Pre-Conference for Coaches and Key Informants!

Meeting together in advance of team arrivals

How we were able to gather before the start of the conference. Hearing directly from Annie H and Teresa about the propeller was very helpful. Introduction idea was great!

Scanning the forms so teams got immediate feedback and could keep their appraiser’s scorecards

The energy of the day working toward launch fest.

I liked the flow of the morning agenda and panel discussion. I liked the pop-up.

That teams have a primary coach.

B) I like the eXt teams ambition, tackling team formation coupled with program development.

Energy and synergy that was generated throughout the day. Teams were working at place in process meaningful for them.

That the panel had examples of innovation from multiple perspectives. I was happy to engage with two teams during team time and a handful more during the reception.

Resources available to teams to package their ideas.
The reception from tuesday evening and the reception Wednesday. It provided time where as a key informant I could engage with the team more. I appreciated the extra space in the room and the request of staff to be at the table so we could be identified easily....

I wish...

- Wish there was more engagement of every single team member all the time.
- I hope they will use their boards tomorrow - the visual - to create their second iteration
- We have more times in the lab - ½ hour is not enough time so we innovated to get them started and shifted them to the next room for work time in the Visualization Station
- I would have known more about the KIs - it was thought KIs were going to roam around to talk to teams.
- I wish I had seen the KIs used more and pushed more to engage teams
- There was a clock in the VS
- I wish there was more teams watching the presentations and wonder about having teams listen and sit back down in the same room.
- I wish we didn’t have 6 teams that needed to leave early
- I wish there was more consistency in the feedback of the scores - do we focus on the front side of the sheet and put more into the backside of the sheet to get good qualitative feedback. ⅓ Blank, ⅓ constructive and ⅓ with more emphasis on the content
- We could have spent more time learning about each other
- We had either in this setting or in a pre-webinar had a better discussion of how coaches had seen or envisioned key informants being most helpful. I think each coach’s personal engagement style and desire to collaborate and a discussion of "how" to engage with a key informant would be beneficial to hear.
- The launches room was cooler and less noisy
- We had used reception time one evening as a "practice"
- I wish we would have done the pop-up in the am on wed morning.
• I knew if what I am doing is aligned with or counter to what their coach told them!
• I wish there was a mechanism to feel some of my life observations about possible team direction to the primary coach
• B) I wish I knew what team formation model or approach is common across these teams or eXt and how my mind’s framework aligns with them.
• The opportunity for engaging as a key informant had been discussed more thoroughly.
• Teams continue to build their confidence and clarity for seeing through on their hard work this week.
• Coaches and key informants had a GroupMe / voxer / group text that would allow coaches to essentially raise their hand from across the room. as a team of key informants we could divide and conquer based on experience / tools and need.

I wonder...

• Not sure all the teams got the same guidance as to how to use the Rubric and identify the weaknesses and then work on what is a gap.
• May need to see if there are pieces of the workbook to move forward to answer their questions.
• Wonder if some of the returning teams were thinking that there was going to be structure when we are really more flexible - teams looking for approval. We have come to a conclusion and is this good enough. So coach started asking questions - are you sure you exhausted all the who’s? Was the question back to the team.
• As we move forward should we build in setting group norms and expectations so that all people at the table in a team are being heard or engaged.
  o Some coaches provided assignments among the team. Notetaker, leader, etc.
  o Provide an overall comment reminder to value everyone’s input to the team.
Lynn thinks most of these people have not had team leadership skills learned. All but one team has a team leader for their team but maybe not all understand their role.

Could have a formal check-in within their team. A series of Questions for them to explore.

Small per table - I like, I wish, I wonder

- If there is a description of team leaders - did they understand expectations?

- What advice would we have for a team leader and there are some power structure issues and it can help propel some forward but others have too much competition to be effective.

- Some multi-state teams may be having power struggles.

- I wonder how many understand this is an iterative that they will work with their communities to expand and implement.

- Since we are not going thru the process will we lose their understanding of the process so they can use it back home

- How teams will get behind strategic barriers and things to address and good that they were open to learn where they were -- lot of fun in the lab

- If yesterday (coach the coaches) better spent to get to know the KI better before they got started with teams. Would have been helpful to coaches to understand the talents, skills and knowledge

- Wish for a call for how we want to partner within CEO or with others to engage those conversations with the teams and partners at the reception.

- Can we do brain breaks

- Coaches can do brain breaks at their tables

- Does anyone want to lead a brain break in the morning? - Mindfulness? - will do something

- Can we talk now about tomorrow to avoid morning meetings.-- so we will start at 8 AM

- I wonder if we were able to have sign ups for other KIs too that might encourage team to schedule and encourages an appearance of scarcity - Announce tomorrow and have print schedule available

- Coaches responsible to make connection with KIs with a list of expertise
• How much easier it would be to connect KIs to Teams if we had a quick list with just keywords
• Put the promo of KIs in a flow chart - if you have a tech question - go see?
• Would it be a good idea to have teams practice their pitch with KIs.
• Wonder for first timers if there is something to experience between Oct and April - maybe exposure to the Innovation workbook.
• Wondering about the time for VS - 30 minutes is probably enough
• I wonder if we an use the alarm clock in room 101 for a timer - Molly has a mini iPad to go off on the half hours
• Wonder if the VS should assign a timekeeper
• Wondered what it would be like if we included the team leaders on some of these debrief conversations - and we could get more insight. - or Lunch discussion?
• Wonder if there can be greater clarity for KIs and VS - some teams were not sure they got what they thought it would be
• If we are having the Partners in the same building we need them in the room during the day and have them go thru this process and interact with the teams because most of the stickies on the walls were funding related and - how can we incorporate Partners better.
• Introduce the KIs during the pre Team Leader Webinar so they see and hear from each KI in advance - one pager of on the table of KIs so it is in front of them.
• I wonder - loved VS - but bummed about the difference in the launch talks and would have been nice for the VS drawing during the Launchfest should be more upfront
  ○ One team took pics of their drawing for their team logo
• How can we get teams to take more risks and be more external and get groups to think beyond PD
• I wonder if a statement of intent for each group could be put on the top of the score sheets for the judges so they can see if they are evolving into their intent
• Wonder if there could be text evaluated first and then the presentation
• Would you fund this project as the overall? And if not what would it take
• Is there a way to evaluate the success of the growth instead of the sales pitch and a pre v post pitch
• If we do a presentation next time, I wonder if we put them in groups for first stage teams first and then rank their readiness beg, mid, end
• wonder if there is a way to make some more aware of their evolution in thinking while others are caught up in the attractiveness of the picture.
• Conversation with dealing with different leve teams - Use the different tools as appropriate to the stage of the team - jason for more detail
• Wondered how many were returning v new that the appraisers had to evaluate and is it fair for different stage teams to be reviewed in the same context
• Wondered what would happen if brand new teams cane a day earlier and went thru a skill building experience? Workbook has high calabiere stuff
• Wonder if we had optional workshops for teams to attend like a why workshop, project management, action planning, etc. - ditto
• Wonder if as IC has scaled from 0 to 107 facilitators if a local statewide IC skill bldg experience is a prerequisite to be at the Summit
  ○ I wonder if eX can think about how this impacts members
• What it would look like for key informants to be engaged more on the framework - for example, maybe there could be a webinar between designers of the propeller framework and the key informants before the conference. A bit of the train the trainer model. ..... A deep dive into the framework.
• If we could sort the team’s more fully by the skills they need and time together as a team
• If staff coach key informant team debrief could be used as a touch point where coaches share where their teams are so we can tag team ideas or moving forward
• I did wonder if there was enough time giving to prepare for the pop-up prep.
• If coaches could ask team members how working with visuals changes their thinking or product. I wonder how I could get suggestions to coaches. I wonder if I should be doing more to steer team members’ thinking toward how they plan to communicate with potential partners.
● B) I wonder if there is a common framework or if I’m making lots of assumptions
● If it matters what areas of expertise/discipline that key informants come from as long as they can help teams think strategically and critically about their ideas.
● If key informants and coaches could be paired. For example, instead of a secondary coach, the primary key informant could be named. Because of the "charging" concept and the variety of experiences key informants bring to the table, I think it would be more than reasonable to have been paired with 10 teams or so. One idea. :-) If that happened, it could be decided between coach and key informant what time that would be at the table.
● How it would be to have teams give a check-in on the 2nd morning to give coaches and key informants feedback on how we were helpful yesterday and how we could be helpful today. Share with entire group.
● If there would have been extra value in having each team take some time to reflect on stage about the process. Alternately, our debriefs could be a time for each coach to share with the group and key informants where in the propeller their team is.

Additional comments

● Mary, Martha, and Renee were incredible assets to this process!
● Instead of secondary coach, how about assigning a key informant? I’ll send additional comments :-) 
● The day was great and productive.

After Action Review - May 3, 2019, 25 participants

What was SUPPOSED to Happen?
● Teams leave with a doable workable idea to use back home
• Teams come to receive new tools, insights, inspiration, innovations, resources, connections and capacity to move their projects towards implementation to greater local impact.
• Time to be able to spend time completing projects outside normal work life - and to share what has been produced - allotted time to work together
• Coach teams using the model and the propellor
• Come and expand ideas and expand work accomplished since last Summit - First time developing and using the tools to help us expand
• Be meeting teams where they were at - new versus more mature
• Working on developing skills of teams thru KIs and using different tools and examples of what has worked or not worked
• PD for the Coaches and tools they can use to take home
• Teams came together to use a process to develop and advance a project
• Teams would come and have fun - built into the experience
• Hope community partners (team member) would come and attend and be a part of this process - one at the AAR - he indicated this was the best most friendly conference - gained IQ and 20 pounds :)

What DID happen?
• As a group we validated that we can do this - despite strong willed, different univ, etc.
• Learned a very innovative and effective approach to team building and sustaining and got great advice from everyone we interacted with and we are NOW a team. Meeting the first time here. And each have special strengths and together we can synergize and will continue to work together and identified co-workers to support us. And enjoyed the great Thursday Party and was a 360 conference. :)
• Colorful, vibrant, cheerful, help always pitched in. Our team became a team. Really got deep.
• First time, brought us back to the basics and we typically forget that - able to take the pictures and put into words and creativity. We interacted with other teams and saw teams having the same problems but got insight from
seeing/learning how other teams work thru this. Greatest Coach ever.

- Our primary coach was effective in leadership and helping us to see the direction we needed to go but the VS - alternative coaches helped us see the problems we were having and couldn’t get thru pleasant conversation but they helped with problem areas and reinvestigate how to solve those problems to move on.

- Returning team - original team was 8 people - 4 came but a team of 3 - storming in Oct. but this time we moved to norming and gelled. The process able to gain clarity to the end goal. Secondary coaches/KIs helped us redefine clarity and a level of depth that we didn’t in Oct. and the Tools of the Propellor - hard to deal with the kit the first time due to time constraints but the rubric helped support our progress. We loved our primary coach and basically became a team member :) Now they are locking in dates and making a commitment to the project.

- Kudos to our coach. We could not illustrate our how and her suggestion to make it Visual at the VS this actually is now a tool to take back to show others at home. Coming back with proof that is tangible. Ties to employee and leadership. Project to show how folks can be rewarded for work and leadership doesn’t always know what we do. Kids in a candy shop with the VS.

- As a coach - coaches helped one another
- Teams, coaches and projects were strengthened.
- Partner Forum: extension leadership with the partners and lot of exploration about how CES can work toward advancing and supporting the projects out of the Summit.

- After the Launchfest: One of the partners went up to 3 of the projects to share they were really interested in what they were working on and wanted to help - another foundation pulled the team aside and wanted to know when they can meet.

- Teams value the free team time but balanced against that may not have the nurture and guidance to get off to a good start
What could we DO DIFFERENTLY?

- We should continue to evolve the way we do these events but explain the relationship between all the tools we want them to use. - more upfront to integrate and explain how to use the resources.
- Partner reception - teams in the middle of the room but the partners got stuck on the outside row and had middle had few people talk to them and some coaches grabbed partners to see middle rows.
- Teams did not get to circulate to other teams to see what they were doing - not enough time for that.
- Small group and large group - similar beg vs more mature.
- Need something to identify who the partners really were - hard to identify - we didn’t know if they just didn’t have interest our project or what? Conversations were not about the project but just more cordial.
- Make sure we know who partners represent. Some team members has previous interaction on different projects - bring more social enterprise investors. Need people who are more interested in what we are doing and bring more resources to help us implement or they like the community we are talking about and tie dollars to the community. If we could merge the pitch and add on the financial metrics of our projects and if investors are here then they get a better picture - shark tank style.
- In INDY we knew there was a format - ATLANTA it was not clear the next step so if you aren’t selected you don’t get an opportunity of the grant and feedback was not beneficial - more about the presentation style not the content. Not much constructive comments to help move them further.
- Still have a pitchfest but allow all teams to apply for the grant - we talked about we are meeting where you are at and let them tell their progress and have grant writing expertise here to help support them - even if they don’t get one here then they have foder for future applications.
- Establish a relationship with investors.
● Please get rid of the panel discussion - too early - too long and not engaging - 90% of the people were checked out in 20 minutes - not a criticism to the people doing the panel but it did not fit into what this conference is for - they are very important people to the discussion but they should probably be part of EEO and do a video of them speaking and place in EEO - time better spent in the Innovation Workbook - getting to know the resources

● Let the winners of successful teams on the panel and place that segment on a day where we got it - deepen the weeds - how did you get out of the weeds - teams/projects

● Innovation room so critical - consulting room to get to the next level - always waiting due to backup - they were rushed - hard to convey what you can get into our project - that is where things came together - do not know how to solve - drilling us quickly to meet the expectations.

● Panel when you work with each one and moderator - you got what you needed from them but that format with them talking was not engaging

● Diversity in the panel might have made it a bit more engaging for some teams

● What we do, needs to be applied to our administrators - what we get here is a jewel and amazing - focus and time and expertise but the admin need to get some of that in their own space. Deans and Directors need this.

● What admin think is an outcome of this process may be different and their may not be good alignment - need more communication upfront so teams knew what the admin really want and v versa

● Different reasons you might send a team - let admin know - experience a new innovative way to develop impactful problems - solve a problem - clarity of why the admin are sending teams so the match is good

● Seeing a maturation of this process and building the capacity of CES and projects returning to refine but to carry this thru the system we need an on ramp for new teams. So maybe we could have a separate room for general instruction for use of canvas and roadmaps, etc. and then bring them back to the larger group

● We did have an admin included in our team and helpful to have them present and did invite them twice to attend during a yr and half process but having them here was not really as helpful as we thought it would. They had them sign an
accountability contract to meet regularly but they didn't have a session with them to make them understanding that being an accountability partner meant they needed to do somethings too. Authority to do this but need to provide time and space. -- as we better define what we do for admins we need them to understand we need time and space and be a part of it.

- Agree a level of admin engagement but since we come from different univ, challenge, support and engagement - be careful for how you engage admin bec each admin team has their own admin goals and expectations. -- more of a problem when you are in the midst of a transition of admin leadership.

What should we CONTINUE TO DO?

- Reaching out to other orgs outside of CES - KI / Appraisers / if appraisers had an opportunity to interact with others too
- Diversify - more 1890s 1862s and 1994s to be included to learn from them - eX team to diversify as you have done
- Appreciated it really feels that's teams participating responding to our feedback and we watch you change things to meet us where we are - makes us want to dig in and give us more feedback and it really is a collaborative process and we are irritating too
- Continue to launch and expand/increase the time for the pitchfest more than 3 min.
- Great catalyst and is org development at it’s best and a lot of social capital with what we have and should be an outcome to advocate and promote launch projects and continue to share those stories and inspire others
- VS and Innovation piece was wonderful - continue to allow the time space with the hint of funding and allows us to go there with people
- Use coaches and KIs - how awesome was it to have direct coaching time for the Innovation workbook and other resources - and get coaches to help what they learned from VS and KIs to make it real
- Keeping the primary and secondary coach and then the two coaches together become stronger and co-facilitate future events
• Instead of primary and secondary - have co-coaches
• Expand the use of coaches as KIs as well
• Have KIs from outside of CES as well was good - probably a missed opportunity with partners since that was more unclear.
• Continue to match coaches/KIs with teams even though it is hard
• Everything :)
• Supplies
• Candy
• 1 800 ER coach call - coaches were open and told their teams to contact them
• Feed us well
• Time and individual processing ability - OCT they were spent and done and cringed to come back but here respectable shut down by 5-6 and knew you could decompress, network and socialize - wonderful the way we had the open time structure so those that can engage as a team could v those that needed help - free time
• Ways of sharing at the end of day with receptions - ways to give feedback/sticky dots? Two way process to give feedback on google form for each project. Use of the Scorecard - maybe coaches could go to other teams to give that snapshot feedback
• Reach out to any coach - not just the coach that worked with you - Jason spoke up - Aaron we have a tool for that EEO
• Pre summit training for coaches and facilitators and more intentional - know your team - pre assessment - know what KIs you want them to go with
• Pre meetings with team leaders? More beneficial to have the whole team involved - team leader did follow directives but it was to pass inform to team members so little explanation - if impractical to meet with all then be more specific about what team leaders are to do with their teams.
Partner Forum Evaluation Summary
Power, Players, & Partnerships
Achieving Community Impact When No One’s in Charge
An Invitation Only Leadership & Partner Forum
In conjunction with the Impact Collaborative Summit
May 1-2, 2019

Please rate the following:

<table>
<thead>
<tr>
<th>Category</th>
<th>Poor</th>
<th>Fair</th>
<th>Good</th>
<th>Very Good</th>
<th>Excellent</th>
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</thead>
<tbody>
<tr>
<td>Facilitation by Institute for the Future (5/1)</td>
<td>2</td>
<td>2</td>
<td>7</td>
<td>4</td>
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<tr>
<td>Facilitation by eXtension Foundation (5/2)</td>
<td>1</td>
<td>3</td>
<td>6</td>
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<td>Relevance and Quality of Discussions</td>
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<td>6</td>
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<tr>
<td>Opportunity to Interact With Other Participants</td>
<td>5</td>
<td>4</td>
<td>7</td>
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<tr>
<td>Opportunity for Questions/Discussion</td>
<td>1</td>
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<td>8</td>
<td>7</td>
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<td>Physical Environment</td>
<td>1</td>
<td>10</td>
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<td>5</td>
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<tr>
<td>Likelihood to Stay Involved in Action Planning as a Result of the Forum</td>
<td>3</td>
<td>8</td>
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<td>5</td>
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What do you think is the best result or outcome from the Forum?

- The tools and meeting foundation people
- Trying to clarify what we do and why; begin to embrace bigger questions about our role
- Being able to hear other viewpoints
- New tools; new potential partners
• Space to think about future of extension
• Digging into the relevance of Extension for the future
• New relationships, deeper understanding of Extension
• Tools for planning
• Stretching my thinking about the “three stakes” of Extension
• Connections across organizations/networks and identify big questions for extension and community orgs
• Connection with others who share concerns and opportunities to work together
• Willingness of participants to come back in October
• I liked the signals and how to use that in planning for the future
• More education on the state of extension outreach in communities and how they benefit
• Thinking of the future and the space to think creatively—reminder to make time and space for both; introduction to extension
• Connections and a plan to continue the dialogue

What is at least one thing you intend to do as a result of the Forum?
• Continue the futuring conversation with ECOP
• Ask my VT colleagues to engage youth about what they want and need
• Try to apply to the real world
• Not sure but this gives me a base to help with discussions regarding future of Extension
• Integrate concepts/conversations into dialogue re: future of extension
• Continue the conversation regarding future of extension as well as the opportunity to shift thinking within organization to community context
• Pursue partnership with the State Extension for the benefit of communities
• Future scenarios developed
• Fund innovation in my state; develop criteria and create a “best failure” award
• Reconnect with 4H
• Stay connected to those who have an interest in working together
• Spend more time considering the future value of CES
• Use some of the exercises for planning in the future
• Research more about my local extension branch
• Research cooperative extension to learn more; ask funding partners what they know about extension and if they work with any location extension partners
• Use some of the tools provided on Day 1

What did you like BEST about the Forum? Why?

• Size of the group
• Last hour of conversation about why we do what we do
• Meeting people from across the country
• Participant mix
• Opportunity to test concepts/tools
• Diversity of participants
• Opportunity to interact with so many different Extension leaders
• Interaction
• Learning about IFTF
• Learning about current questions and concerns of Extension professionals’ meeting new people
• Individual conversations
• Engagement with fellow participants
• Group exercises
• Collaboration with other participants broadened my knowledge of the topic
• Meeting people I likely wouldn’t have met otherwise
• Discussions on Day 2—these were specific and concrete

What did you like LEAST about the Forum? Why?

• Examples used for first day conversation not being relevant to our world; wanted more direct engagement with philanthropic organizations
• I’m wondering if the focus was too much on Extension; we didn’t really get to know other organizations represented
• Too short
• The first day was largely wasted time for me. I came wanting to talk about Extension. Too much “sit and get”
• Lack of national players
• Programs were valuable
• I enjoyed everything!
• IFTF’s slides were packed with info; the presentation seemed too high level in my opinion
• No prep materials—I would have benefitted from pre-reading on IFTF and Extension both
• Some of Day 1 was a bit obtuse and signals arbitrary; very ‘CA-centric’

Anything else you would like to share with the planning committee?
• More engagement (guided) that leads to creative constructive ideas for partnerships that benefit the mission and work of Extension
• More voices earlier in the session
• Looking forward to continued conversation in October
• Thank you for including me and thank you for your hard work in planning this Forum!

Conclusion

The April 2019 Impact Collaborative Summit was a success for most who attended. Everyone learned regardless of Summit role. Relationships were formed and/or strengthened. Progress on important internal innovations and community-focused projects were made by all teams. Continued engagement with new and existing tools and processes was made. There was value in creating an experience that met teams where they were developmentally both in team dynamics and project/program maturity. For the future, eXtension will look to improve the ties between the new Propelling Community Impact Propeller and the Impact Collaborative Innovation Skill-Building Experience. All teams will be supported for continued growth through the new Engage and Empower Online.