

From: [Amy L. Ressler](#)
To: [Cheryl Wasicek](#)
Subject: Amy's upcoming out-of-state travel FW: LEAD21 Class 21 Acceptance- Congratulations!
Date: Monday, February 17, 2025 4:13:25 PM

Cheryl,

Here is the information about upcoming out of state travel.

- June 8 – 13, 2025 Chicago, IL
- October 6 – 9, 2025 Denver, CO
- February 23 – 27, 2026 TBD

All costs are being covered by AgriLife, with the exception of transportation.

Let me know what questions you have and I'll keep you updated as I get more information.

Best,
Amy

Amy Ressler, PhD | County Extension Director
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TEXAS A&M AGRILIFE EXTENSION SERVICE – Fort Bend County

From: Katherine Paige Chapman <kchapman@olod.uga.edu>
Sent: Thursday, January 30, 2025 9:32 AM
To: Amy L. Ressler <Amy.Ressler@ag.tamu.edu>
Subject: LEAD21 Class 21 Acceptance- Congratulations!

You don't often get email from kchapman@olod.uga.edu. [Learn why this is important](#)

Dear Amy,

Congratulations on being selected to participate in LEAD21 Class 21 - Leadership Development for the 21st Century: Linking Research, Academics, and Extension! The LEAD21 Board of Directors is pleased that you applied for the program and look forward to your participation.

LEAD21 is intended to meet the future needs for leadership development of faculty, specialists, program and team leaders, research station and center directors, district and regional directors, department heads and chairs, and others in land grant universities' colleges of agricultural, environmental, and human sciences, and USDA/NIFA. Our purpose is to develop leaders in land grant institutions and their strategic partners who link research, academics, and extension in order to be more effective in an increasingly complex environment, either in their current position or as they aspire to others.

LEAD21 is a twelve-month development process with each of the three sessions linking to and building upon one another. You will also be provided with self-directed learning experiences between the sessions. Please include the following session dates on your calendar:

- June 8 – 13, 2025 Chicago, IL
- October 6 – 9, 2025 Denver, CO
- February 23 – 27, 2026 TBD

To kick-off your LEAD21 experience, please start by registering for ONE of the Kick-Off Sessions below. All times are listed are Eastern. If none of the dates/times work for you, please let us know as soon as possible.

Session #1: [Tuesday, February 25th, 11:30am – 1:00pm](#)

Session #2: [Wednesday, March 5th, 1:30pm- 3:00pm](#)

Session #3: [Friday, March 7th, 1:30pm – 3:00pm](#)

Please note, we will limit these to approximately 20 participants maximum so register early and then save it to your calendar!

Each session requires pre-reading and preparation activities. By March 3, 2025, you will receive further instructions through e-mail to begin your leadership development journey through LEAD21. The Office of Learning and Organizational Development (OLOD) at the University of Georgia's College of Agriculture and Environmental Sciences provides the LEAD21 program coordination; the list below provides insight to the individuals from OLOD in which you will have immediate contact.

An invoice for your registration will be emailed to the individual you listed on your application. Please let Bridget Rucci (brucci@uga.edu) know if you have any questions about your invoice or payment.

If you have any additional questions concerning your participation in the program, please do not hesitate to contact me or the program staff listed below!

Congratulations on your acceptance,
Katie

Katie Chapman, Ph.D.

Extension Leadership Specialist & LEAD21 Program Director
Office of Learning and Organizational Development
College of Agricultural and Environmental Sciences
The University of Georgia

312 Hoke Smith Building | 1225 S. Lumpkin St. | Athens GA, 30602
p: 706-542-6139
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Purpose

The primary purpose of LEAD21 is to develop leaders in land grant institutions and their

strategic partners who link research, academics, and extension in order to lead more effectively in an increasingly complex environment, either in their current position or as they aspire to other positions.

Program Goals

Program goals for LEAD21 are for participants to:

- Enhance application of skills and knowledge learned in nine leadership competencies.
- Develop a peer leadership network in order to enhance personal leadership practice, collaboration, and diversity of perspective.
- Develop and implement an individual leadership development process.

Core Leadership Development Areas

The four core leadership competencies include:

0. **Communicating Effectively** – to listen carefully and use questions skillfully to encourage honest responses; to communicate clear, direct, and honest messages to individuals and groups through speaking, writing, and the use of technology; and to maintain composure in stressful situations.
1. **Managing Conflict** – to use a range of strategies to deal with conflict between self and others; to mediate conflict among others; to recognize the root causes of conflict; to engage in difficult conversations appropriately to both resolve the conflict and strengthen the relationship; to understand the costs of conflict to a group or organization; and to seek outside help or third-party mediation to resolve conflict.
2. **Leading Change** – to recognize the need for innovation without indulging in change for change sake; to have a vision for the future and communicating that to others; to monitor the external and internal environment for trends that anticipate change; to understand the range of reactions to change, including resistance, anxiety, and uncertainty; to develop and implement a change process appropriate to the organization and the degree of change; to provide information and education to facilitate change; and to measure the progress of change and ensure the benefits of change.
3. **Fostering Collaboration** – to see issues and opportunities from many perspectives; to link resources – public and private, national and international; to balance the needs and expectations of many stakeholders; and to facilitate programs that collaborate across structural, organizational, and international boundaries.

Secondary Competencies Include:

4. *Leading with integrity and values* – to understand and honor organizational and cultural values; to communicate personal values that influence personal leadership; to demonstrate consistency between espoused values and values in action; to respect the values of others; and to act ethically.
5. *Developing self and others* – to seek and use self-assessment and feedback to enhance understanding and performance; to provide others with appropriate and timely feedback and coaching to enhance performance; to create opportunities for development of self and others; to create long-term self-directed and life-long learning and professional development; to volunteer for and excel at performing various leadership responsibilities, often outside the specific requirements of position or role; to seek feedback on leadership performance from groups and organizations; to use performance objectives and assessment for development; and to create an environment where risk and innovation is rewarded.

6. *Valuing diversity* – to express cultural sensitivity and awareness of the diversity inherent in and vital to a modern society; to appreciate cultural differences in social and professional settings; to develop language skills to facilitate multi-cultural relationships; to create an organizational culture that values diversity; to build and value collaborations; and to effectively form teams which balance leadership and followership.
7. *Developing a deeper knowledge and appreciation of higher education* – to understand higher education in its many different models; to understand the history and traditions of the land grant system; to compare and contrast different models of higher education public service and outreach; and to understand the role of research, academics, and extension in producing economic, social, and environmental change and how it depends on local, state, and federal partnerships.

LEAD21 Program Contacts

Program Website

<http://www.lead-21.org>

Office of Learning and Organizational Development at the University of Georgia

Dr. Katie Chapman, Director	kchapman@uga.edu	706-542-6139
Ms. Kristin Bell	kbell14@uga.edu	706-542-4178
Ms. Bridget Rucci	brucci@uga.edu	706-542-7786

LEAD21 Board Chair 2025 – 2026

Quentin Tyler, Chair	tylerque@msu.edu
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From: [Amy L. Ressler](#)
To: [Cheryl Wasicek](#)
Subject: Fw: LEAD21:Overall Session 1 Evaluation
Date: Wednesday, June 25, 2025 3:56:59 PM

Details to go with my out of state approval.

Get [Outlook for iOS](#)

From: Katherine Paige Chapman <kchapman@olod.uga.edu>
Sent: Wednesday, June 25, 2025 2:58:17 PM
To: Amy L. Ressler <Amy.Ressler@ag.tamu.edu>
Subject: RE: LEAD21:Overall Session 1 Evaluation

Hi There Amy,

Sure thing, we will be staying at the [Hilton Inverness](#) in Denver. You'll need to arrive in Denver on Monday October 6th by 1:30 PM Mountain Time. We will wrap up our closing session on Thursday October 9th at 11:45 AM MST so we recommend a return flight that leaves no earlier 2:00 PM MST.

Meals from Monday afternoon snack to Thursday morning breakfast are covered by LEAD21 except for your Tuesday night dinner. That is another "dinner on your own" night so you all can get out and have fun.

The resort is around a 35-minute ride from the airport and like at session 1, we will have a return shuttle to take participants back to the airport. You will need to uber to the resort but like last time we will start a sign-up page so participants can carpool. Hope this helps and that you have a great Wednesday!
-Katie

Katie Chapman, Ph.D.

Extension Leadership Specialist & LEAD21 Program Director
Office of Learning and Organizational Development
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From: Amy L. Ressler <Amy.Ressler@ag.tamu.edu>
Sent: Tuesday, June 24, 2025 3:21 PM
To: Katherine Paige Chapman <kchapman@olod.uga.edu>
Subject: RE: LEAD21:Overall Session 1 Evaluation

[EXTERNAL SENDER - PROCEED CAUTIOUSLY]

Hello Katie!

Survey completed!

On a related topic... is information about Session II logistics available? I must get advance approval for out-of-state travel and estimated expenses. The Logistics Packet for Session I was super helpful in outlining the expectations of what expenses were covered and what I would need to do (i.e. extra night, flight schedule, etc.) Technically, I must have the commissioners court approval before I make the flight arrangements.

Thanks!

Amy

Amy Ressler, PhD | County Extension Director
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TEXAS A&M AGRILIFE EXTENSION SERVICE – Fort Bend County

From: Katherine Paige Chapman <kchapman@olod.uga.edu>

Sent: Tuesday, June 24, 2025 8:02 AM

To: Amy L. Ressler <Amy.Ressler@ag.tamu.edu>

Subject: LEAD21:Overall Session 1 Evaluation

LEAD21 Survey Reminder

Good Morning Amy,

I hope your summer has been going well! It seems as though it is flying by. The LEAD21 team enjoyed getting to meet all of Class 21 during the session and through our many one-on-one 360 coaching sessions (with more still to come).

Following each session, we conduct a post session overall evaluation which specifically focuses on overall session content and competencies addressed during the session. This is different than the ones you filled out for each day during the session.

This survey will take about 15-20 minutes to complete and should be **completed by Friday, August 8th**. Please follow the link below to complete your evaluation:

Your evaluation link: https://uGeorgia.ca1.qualtrics.com/jfe/form/SV_06z9ir0JsZqYCOO?Q_CHL=gl&Q_DL=EMD_cbCnCZneY7wfUAh_06z9ir0JsZqYCOO_CGC_aZ3KaBhkwZyNo6l&g_g=g

Pre-session 2 work will be coming out soon. Go ahead and get your travel approvals started and be on the lookout for the pre-work in the next few weeks or so!

Have a great day,
-Katie

Katie Chapman, Ph.D.

Extension Leadership Specialist & LEAD21 Program Director

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