



HOUSTON LIVESTOCK SHOW AND

ARODEOTM

Leadership Development Program

Chairmen Information Session

September 21, 2023

AGENDA

- Meet the Program Team
- Strategic Plan and Goals
- Outcomes to the Show
- Program Goals
- Why this Program?
- Benefits to Participants and the Show
- Program Plan & Components
- Program Expectations and Commitments
- Testimonials
- Questions
- Open Discussion

STRATEGIC PLAN

EXTERNAL GOALS



- 1 Quality family friendly & enjoyable customer experience
- 2 Fulfilling volunteer and staff experience
- 3 Maximize use of assets
- 4 Educate the public on agriculture
- 5 Invest in Texas youth through educational support
- 6 Maximize community impact and cultivate representation of the communities we serve

INTERNAL GOALS



- 1 Demonstrate organizational accountability & integrity
 - 2 Maximize potential of HLSR Workforce (Volunteer & Staff)
 - 3 Improve technical and analytical capabilities through technology
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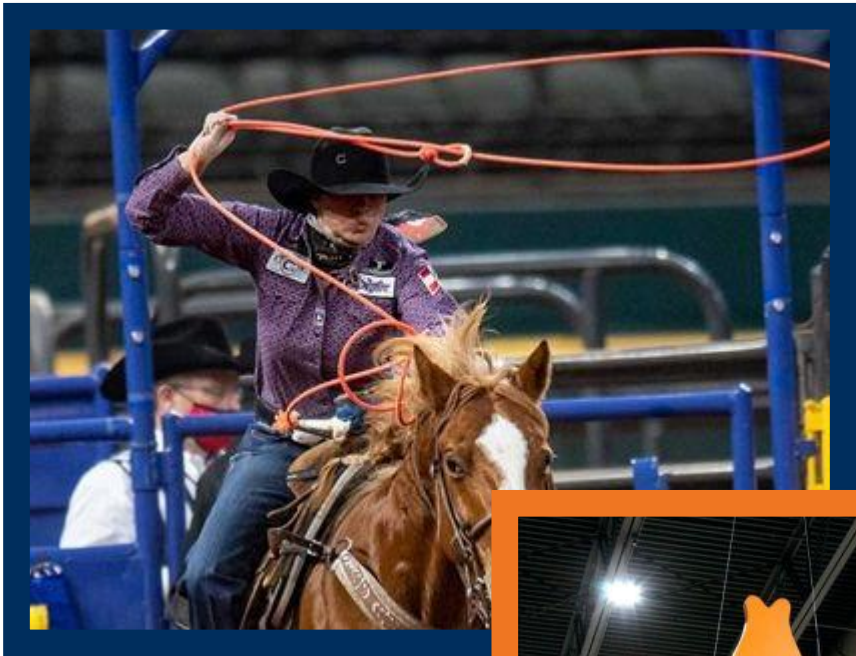
Objective: *Launch official Leadership Development Program for Class of 2024 at same class size and with improvements incorporated as learned through the pilot.*

Measure: *Implement an annual leadership/volunteer training opportunity.*

BOARD MEMBERS

- Robbie Smith – Executive Committee Sponsor
- Jeff Hayes – Executive Committee
- John Grimes – Vice President
- Michelle Lilie – Vice President
- Justin Tankersley – Vice President
- Andrew “Primo” Cantu – Lifetime Vice President
- Sharleen Walkoviak – Lifetime Vice President
- Julie Bass – Chief Mission Officer
- Katie Grahmann – Chief Financial Officer
- Stacy Anderson – Director and LDP Alumni
- Nancy Motley - Director
- David Smith – IS Committee Chair, Director and LDP Alumni
- Abbie Goldberg – Director, Event Planning, Alumni

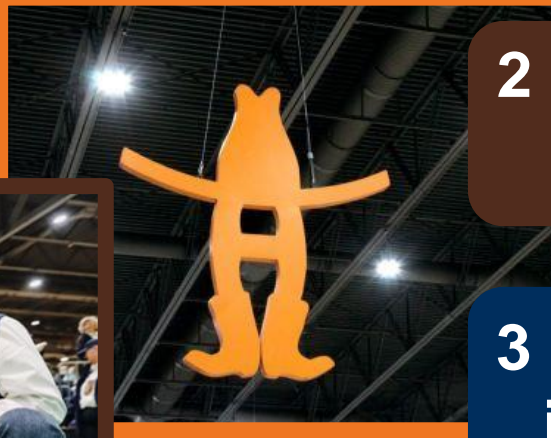
OUTCOMES TO THE SHOW



1

Leaders who champion the Rodeo

- Focus on collective results
- Put the needs of the Show before self
- Create a sense of shared responsibility/accountability



2 Development and retention of talent to benefit the future growth of the Show

3 All volunteers and staff feel valued, included and have a sense of belonging



PROGRAM GOALS

PRIMARY GOAL

To select and develop volunteer and staff leaders that demonstrate a capacity for leading effectively and are interested in taking on greater leadership responsibilities within the HLSR organization.

SECONDARY GOALS

- 1 Provide senior HLSR leaders with greater visibility to talented leaders across the organization.
- 2 Provide program participants with networking opportunities outside their areas of expertise.
- 3 Broaden participants understanding of how to most effectively contribute to the success of the organization.

WHY THIS PROGRAM?

- Success of the Show requires the right people being prepared to lead.
- Size and complexity of the organization requires:
 - Being intentional about what is expected of our leaders.
 - A plan for preparing current and future generations.

BENEFITS

FOR PARTICIPANTS:

- Personal and professional growth.
- Broadened Show understanding.
- Better access, visibility to senior leaders.
- Growth outside committee-specific paths.
- Recognition and incentive to stay.

FOR THE SHOW:

- Create consistent standards for leader selection.
- Enhance team recruitment and retention.
- Better visibility to future talent for senior leaders.
- Improved alignment between volunteers and staff.
- Reduced siloed thinking and management.
- Engagement opportunities for Directors and LVPs.

Targeted Skills



30 Participants

- Mix of 25 current Chairmen (all years) + 5 staff leaders
- Four sessions + Capstone assignment

PROGRAM COMPONENTS

- . **Program sessions:** every session will be live/face-to-face, with a variety of active-learning training including panel discussions, small group/team activities and pre-work/homework to insure practical, “real-world” application.
- . **Coach:** each participant will work with an external executive coach, one coach per cohort, to support their learning and development journey.
- . **Mentor:** each participant will get the opportunity to work with a mentor. The mentor will be a current or former volunteer leader with HLSR experience.

PARTICIPANT SELECTION PROCESS

SELF NOMINATION (for Chairman only)

APPLICATION PERIOD = Monday, September 25 to Friday, October 6

SELECT CHAIRMEN

- Each Officer selects 25 candidates.
- Selection based on candidate application and Officer knowledge of Chairs.

FINAL SLATE OF CANDIDATES

- Selection review meeting with Advisory Board to finalize initial slate.

FINAL APPROVAL

- Review with Pat Mann/Chris Boleman; get input and approval.

PARTICIPANT INVITES AND NOTIFICATIONS OF NON-SELECTION

- Selected Chairmen receive confirmation invitation to attend program.
- Chairmen not selected are notified by their OIC.

Notifications planned for week of November 12-17

PARTICIPANT APPLICATION

Link to be distributed on Monday, September 25th

Three sections:

- 1) Provide brief history of volunteer/leadership experience.
- 2) Essay responses to the following questions:
 - a) Being a Chairman is a very big commitment. Tell us why you chose to pursue this role.
 - b) What do you hope to learn and gain from this program?
 - c) Describe a significant lesson you have learned while leading people in any role.
- 3) Affirm to meet the following requirements:
 - Commit to the time requirements of the program
 - Attend all scheduled classes
 - Meet with my coach and mentor regularly
 - Complete all homework assignments
 - Be actively engaged

EXPECTATIONS

Program is not a guarantee of future promotion

- Program is an investment in enhancing the skills and capabilities of our leaders

Participants are fully committed to the time and work required to complete the program.

- Program dates being finalized for: January, February, April and May with a Capstone Assignment and graduation in June.
- Class times from 11:30 – 6:00 with lunch provided.
- Other events may be offered for socialization, team building and panel discussions with senior Show leaders.

Future and Sustainability of the Program and Leader Development

- First official program; continuing to learn and adjust based on participant experiences and feedback.
- Recognize the need for development across multiple levels of leaders at the Show.

COMMITMENTS

Each class session is planned for 11:30 – 6:00 with lunch included except where otherwise noted.

Following each class, participants will have assignments to complete prior to the next class including:

- Implementing topic action plans to practice skills
- Meet with Coach
- Meet with Mentor
- Prework for next class

FREQUENTLY ASKED QUESTIONS

- **Who is facilitating the learning sessions?** Sessions will be facilitated by external consultants with expertise in leadership development.
- **Who will be providing the coaching?** External coaches with extensive experience in leadership coaching will be hired as a part of the program team.
- **Who will be the mentors?** Mentors will be leaders with extensive Rodeo leadership experience and are being selected from the LVPs.
- **Can participants be expected to be promoted vs. those that don't participate?** Not directly. This is not the purpose of the program. Participants will benefit from additional visibility and exposure to senior volunteer and staff leaders but there is no guarantee of promotability in the future.
- **If a Chairmen doesn't self-nominate, will that reflect negatively on them?** No. It is our goal to have people participate that can make the time commitment to the program. We understand that won't work for everyone. And, we have limited seating – only 25 seats for Chairmen.

TESTIMONIALS



Teresa Jordan
Chairman: Junior Rodeo Committee
2023 LDP Alumni



Josh Harrison
Chairman: Poultry Auction Committee
2023 LDP Alumni

OPEN DISCUSSION QUESTIONS



**LET'S
RODDEO**

FEB. 27 – MARCH 17, 2024

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