Organizational Development – 2013
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Situation:

As local, state and federal budgets have been reduced, the need for organization development and community capacity building has increased. Agencies and groups are concerned with mission/vision, strategic planning, evaluating outcomes and staff effectiveness to both meet community needs and retain funding. Likewise as specialist support in Program Development and Evaluation has evolved, core competency training needs for UWEX staff are being addressed by colleagues vs. state staff.

Statewide, UW-Extension is recognized as a valuable resource in organizational development, planning processes and evaluating outcomes. Specialist support, print publications, and teaching abilities have positioned county Extension offices as a valuable resource in building community capacity. This faculty member’s work in agency support and training over the years has resulted in additional requests for assistance in strategic planning, organizational assessments, and community needs assessment and analysis. It has also resulted in this faculty member’s involvement in state teams addressing these topics.

Response:

1) Develop and deliver workshops for UWEX colleagues and community groups on organizational development, strategic planning, evaluating outcomes, collaboration and subject matter based train-the-trainer sessions.
2) Lead Strategic Planning Processes for state and community organizations, county departments, agency boards and prepared process reports.
3) Developed support material for workshops – curriculum, participant materials, Power Points, teaching outlines, evaluation tools.
4) Served as focus group leader for Oshkosh 4Education initiative and on the steering committee for the Women in Poverty Initiative.
5) Served on the community boards that are family focused.
6) Serve on the state Organization Development Team and Strategic Planning Team.

Results:

1. This faculty member presented workshops on organizational development, strategic planning, evaluating outcomes, teaching adults, collaboration and subject matter based train-the-trainer sessions.
2. Individual counsel was provided on evaluating outcomes and organizational issues.
3. This faculty member led strategic planning processes for the Day by Day Warming Shelter (local Homeless shelter), County Health Department workgroups, and partnered with CNRED Educator Catherine Neiswender to provide a strategic
planning process for the Oshkosh Area Community Pantry and the Oshkosh Seniors Center. Process reports were generated and shared with each group.

4. The UWEX Organizational Development workshop was piloted in February 2012 and delivered in November 2012 and October 2013 to UWEX colleagues.

5. This faculty member provided leadership for workshops/planning processes for organizations going through significant change.

Evidence:

1) The Winnebago County Extension office is being recognized and sought for its resources and program deliver expertise. Of particular significance are the requests coming from County Departments to provide staff development.

2) Program evaluations consistently identify both knowledge gains and implementation of information shared e.g.
   a) Public Health: “Our afternoon session was so helpful and fun with activities you brought along with a fresh perspective and a new way of examining our obstacles....we are scheduling a follow up meeting to dig a bit deeper into what was discussed so we will be able to take the retreat work and move it forward. It was a fun way to explore some of our toughest challenges. Thanks for coming to us and share your expertise.”
   b) Oshkosh4Education Coordinator: “Thanks for another outstanding job leading the community conversations. One of the reviews said of you “she was wonderful!” I agree. I will emulate you when I facilitate.”
   c) League of Women Voters: “I’m so proud of you two (Knip & Cutts)! That presentation (on poverty) is awesome. I particularly like the call to action. I think it is something that will really make a difference!”

3) This faculty member has been ask to serve as principle partner in the newly formed community “HUB” an effort to address both emergency and long term self sufficiency issues.