

# AGENDA

## Virginia Natural Resources Leadership Institute

**Session One**  
**September 23-25, 2009**

**Central Virginia**

### location

themes  
preparation  
outcomes  
agenda

**Graves' Mountain Lodge**  
Syria, Virginia  
540-923-4231  
*directions attached*

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Leadership	<ul style="list-style-type: none"><li>✓ Personal Leadership</li><li>✓ Covey Habit #1: Be Proactive</li><li>✓ Covey Habit #2: Begin with the End in Mind</li><li>✓ Covey Habit #5: Seek First to Understand, then Be Understood</li><li>✓ Team-building</li><li>✓ Legislative Leadership</li></ul>
Building Skills: Conflict Resolution and Collaborative Problem Solving	<ul style="list-style-type: none"><li>✓ Active Listening</li><li>✓ Interest-Based Negotiation: Key #1 – Focus on Interests, not Positions</li><li>✓ Dialogue</li></ul>
Dynamics of Environmental Decision-Making	<ul style="list-style-type: none"><li>✓ Tobacco-Public Health Dialogue</li><li>✓ Environmental Justice</li></ul>

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Leadership	<ul style="list-style-type: none"> <li>➤ <i>Seven Habits of Highly Effective People</i>, by Stephen Covey. Read Part I, Part II through Habit Two (p.144), and Habit 5.</li> <li>➤ Conversation on leadership with Jack and Carol Weber, <i>Virginia Business</i>, July 2007.</li> </ul>
Building Skills:	<ul style="list-style-type: none"> <li>➤ Read through the VNRLI Session 1 Manual</li> <li>➤ <i>Getting To Yes</i>, by Fisher and Ury. Read entire book.</li> </ul>
Virginia's Environmental Issues	<ul style="list-style-type: none"> <li>➤ Read Issue Briefs: <ul style="list-style-type: none"> <li>○ <i>The Rise of Environmental Justice</i></li> <li>○ <i>America's Tobacco-Farming Communities</i></li> </ul> </li> <li>➤ Ellerbrock, Mike. "Environmental Justice and the Big Flush," <i>Roanoke Times</i>, 11/09/05.</li> </ul>
Above and Beyond (for those interested)	<ul style="list-style-type: none"> <li>➤ Dukes, E. Franklin. "From Enemies, to Higher Ground, to Allies: The Unlikely Partnership Between the Tobacco Farm and Public Health Communities," in <i>Participatory Governance: Planning, Conflict Mediation and Public Decision-Making in Civil Society</i>, eds. W. Robert Lovan, Michael Murray and Ron Shaffer, Ashgate Press, 2004.</li> <li>➤ <i>Synchronicity: The Inner Path of Leadership</i>, by Joseph Jaworski</li> <li>➤ <i>Primal Leadership: Realizing the Power of Emotional Intelligence</i>, by Daniel Goleman.</li> </ul>

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Leadership	<p>You will:</p> <ul style="list-style-type: none"> <li>➤ Begin to describe different leadership qualities and characteristics.</li> <li>➤ Begin to re-vision your role as leader personally and publicly.</li> <li>➤ Better understand your personality type, and understand how personality type impacts leadership, conflict, and conflict resolution.</li> <li>➤ Be able to characterize a leadership experience.</li> </ul>
Building Skills: Conflict Resolution and Collaborative Problem Solving	<ul style="list-style-type: none"> <li>➤ Understand the importance of non-verbal communication.</li> <li>➤ Understand key elements of active listening.</li> <li>➤ Explore and build understanding of the difference between dialogue and debate, and identify the key elements of dialogue.</li> <li>➤ Gain understanding of the potential for finding common ground between stakeholders.</li> <li>➤ Understand that conflict can be natural, neutral, and an opportunity.</li> <li>➤ Understand the elements of teamwork, both in terms of developing relationships among yourselves and of understanding the basics of team building, which can be taken back to your work environments.</li> </ul>
Virginia's Environmental Issues	<ul style="list-style-type: none"> <li>➤ Describe in very broad terms the concept of environmental justice and examples of situations in Virginia that may involve environmental justice.</li> <li>➤ Understand how the traditional adversaries of tobacco farmers and public health advocates have found common ground in community sustainability.</li> </ul>
Other	<ul style="list-style-type: none"> <li>➤ Understand that this is a learning experience for everyone, including the Faculty Team who will be learning from this class about how to improve the course for future classes.</li> </ul>

**WEDNESDAY SEPTEMBER 23**

How

11:00	<b>Registration Opens / Check In</b>
11:30	<b>Opening of VNRLI 2010 Class</b>
12:00	<p><b>Welcome, Introductions, Goals of Program</b></p> <p><b>Tanya Denckla Cobb</b>, Associate Director, Institute for Environmental Negotiation, University of Virginia</p> <p><b>Frank Dukes</b>, Ph.D., Director, Institute for Environmental Negotiation, University of Virginia</p> <p><b>Mike Ellerbrock</b>, Ph.D., Extension Specialist and Director, Virginia Tech Center for Economic Education,</p> <p><b>Mike Foreman</b>, Deputy Director, Division of Soil and Water Conservation, Virginia Department of Conservation and Recreation</p> <p><b>Paul Revell</b>, Community &amp; Urban Forestry Program Coordinator, Virginia Department of ForestryFaculty:</p>
1:00	<b>Break</b>
1:15	<p><b>Developing Higher Ground For The Class</b></p> <p>FRANK DUKES</p>
1:25	<p><b>Fundamental Listening Skills For Conflict Resolution And Collaborative Problem-Solving</b></p> <p>TANYA DENCKLA COBB, FRANK DUKES, MIKE FOREMAN</p>
2:30	<b>Mini Break</b>
2:45	<p><b>Introduction To Personal Leadership</b></p> <p>MIKE FOREMAN</p>
4:00	<b>Break</b>
4:15	<p><b>Process Skills: Nature of Conflict</b></p> <p>FRANK DUKES, TANYA DENCKLA COBB</p>
5:30	<p><b>Welcoming Comments</b></p> <p>DELEGATE ED SCOTT, 30<sup>TH</sup> DISTRICT          206 S. Main Street, Suite 203          Culpeper, VA 22701          Email: <a href="mailto:DelEScott@house.state.va.us">DelEScott@house.state.va.us</a></p>
5:50	<b>Break For Dinner – Learning Journals</b>
6:15	<b>Dinner for those staying at Graves' Mountain Lodge</b>
7:30	<p><b>Introduction To Environmental Justice</b></p> <p>MIKE ELLERBROCK</p>

9:00	<b>Adjourn</b>
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## THURSDAY SEPTEMBER 24

8:00	Breakfast in Dining Room for those staying at Graves' Mountain Lodge (upstairs)
8:45	<b>VNRLI Program Design and Expectations</b> FACULTY
9:00	<b>Introduction to Dialogue</b> FRANK DUKES
10:30	Break
10:45	<b>Discovering Your Unique Personality Strengths</b> MICHAEL ROBERTS, AG. EXTENSION COMMODITY MARKETING AND FARM BUSINESS, MANAGEMENT EXT. AGENT
12:45	Lunch
1:20	Break to prepare for outdoor activities (change shoes, walk down hill, etc.)
1:30	<b>Presencing: An Exercise in Self-Awareness and Becoming Fully Present</b> TERESA MILLER, M.ED., COACHING AND FACILITATING
2:30	<b>Off-the-Ropes Course in Teambuilding, Leadership, Communication, and Conflict Management</b> DANA SMITH AND VNRLI FACULTY
5:30	Adjourn – Learning Journals
6:30	Dinner for those staying at Graves' Mountain Lodge

**FRIDAY**

**SEPTEMBER 25**

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What motivated you to engage in dialogue with people who had been characterized as your traditional adversaries?

What have been key turning points in the relationship between tobacco farmers and public health advocates, and what factors helped create these turning points?

What recommendations would you make to people considering collaborative work?

What are your strengths in the competency?

Where are you challenged and under what circumstances?

What specific challenges are you currently facing in listening or being proactive?

What strategies could be employed to improve and maintain this competency?

8:00	<b>Breakfast in Dining Room for those staying at Graves' Mountain Lodge (upstairs)</b>
8:45	<b>Debrief the Previous Day</b> VNRLI FACULTY
9:00	<b>Process Skills: 5 Keys to Interest-Based Negotiation</b> FRANK DUKES, TANYA DENCKLA COBB, MIKE FOREMAN
10:00	<b>Break</b>
10:15	<p><b>Virginia's Environmental Issues: Tobacco Farmer-Public Health Dialogue</b> MODERATED BY TANYA DENCKLA COBB</p> <p><b>RIDGE SCHUYLER</b>, former Legislative Director for U.S. Senator Charles S. Robb; Director, Congressman Tom Perriello, 5<sup>th</sup> District of Virginia; Phone: 434-293-9631; Email: <a href="mailto:Ridge.Schuyler@mail.house.gov">Ridge.Schuyler@mail.house.gov</a></p> <p><b>BUDDY MAYHEW</b>, Former Chair, Concerned Friends for Tobacco Commissioner, Va. Tobacco Indemnification and Community Revitalization Commission; 1501 Carter Lodge Road, Blairs, VA 24527; Phone 434-836-0584; Email: <a href="mailto:BMayhew@wildblue.net">BMayhew@wildblue.net</a></p> <p><b>SCOTT BALLIN</b>, Health Policy Consultant, AHEAD 6220 30<sup>th</sup> Street, NW, Washington D.C. 20015, Phone: 202 686-8898; Email: <a href="mailto:ScDBa@aol.com">ScDBa@aol.com</a></p> <p><b>LYNN CAROL RAY</b>, Vice President, Government Relations, American Heart Association; former Director, Kentucky ACTION public health coalition Email: <a href="mailto:LynnCarol.Ray@heart.org">LynnCarol.Ray@heart.org</a></p> <p><b>FRANK DUKES</b>, DIRECTOR, INSTITUTE FOR ENVIRONMENTAL NEGOTIATION, FACILITATOR FOR DIALOGUE</p>
11:45	<b>Lunch</b>
	<p><b>Peer Coaching for Leadership: Listening &amp; Being Proactive</b> MIKE FOREMAN AND TANYA DENCKLA COBB</p>
12:45	<b>Session Reflections and Learnings</b> FRANK DUKES

	<ul style="list-style-type: none"> <li>➤ What is most important thing I've learned in these 3 days?</li> <li>➤ What is one thing I will do as a result of this session when I am back in the office?</li> <li>➤ What do I envision 3 (or 6) months from now on how this session may affect how I behave, how something in my life will have changed.....?</li> </ul>
1:00	<p><b>Introduce Mission Statement for Session 2</b> MIKE FOREMAN, FACULTY TEAM</p>
1:15	<p><b>Preview Session 2, Homework, Collect Evaluations</b></p>
1:30	<p><b>Adjourn</b></p>

## **Directions to Graves' Mountain Lodge**

**From Washington D.C.** - Take Interstate 66 West to Route 29 South at Gainesville. Stay on Route 29 South until 7 miles south of Culpeper. Take Right on to Route 609. Stay on Route 609 for 9 miles to a stop sign. Take Right on Route 231 North. Travel 1/2 mile. Take Left on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(2 hour drive)*

**From Front Royal** - Take Route 522 South through Flint Hill. At Stop sign, take Right on Route 522/211 to Sperryville. At Sperryville, Take Left into town of Sperryville. At Flashing Red Light take Left on Route 522. Drive 1.5 miles Take Right on Route 231 South. Drive 14 miles, Take Right on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(1 hour drive)*

**From Fredericksburg** - Take Route 3 West to Culpeper. Take Route 29 South. Stay on Route 29 South until 7 miles south of Culpeper. Take Right on to Route 609. Stay on Route 609 for 9 miles to a stop sign. Take Right on Route 231 North. Travel 1/2 mile. Take Left on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(1 hour drive)*

**From Richmond - (4 lane route to Madison)** Take Interstate 64 West to Charlottesville. Take exit 118 to Culpeper, Route 250 Bypass. Follow Route 250 to Route 29 North (Follow signs to Culpeper) Stay on Route 29 North for approx. 26 miles to Madison. Take Left on 29 Business North. Go 1 mile, take Left on Route 231 North. Stay on Route 231 North for 8 miles. Take Left on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(2 hour 15 minute drive)*

**From Richmond - (Scenic Route)** Take Interstate 64 West to Zion Crossroads (exit 136). Take Route 15 North to Gordonsville, at circle in Gordonsville follow signs for Route 231/Route 33. Drive 1/5 mile from circle, Take Right on 231 North. Stay on Route 231, through the Stop sign at Somerset, at second stop sign, Take Left on Route 230/Route 231. Drive 2 miles to Stop Sign. Take Right on Route 29/ Route 231 North. Drive 1.5 miles. Take Left on 29 Business North. Go 1 mile, take Left on Route 231 North. Stay on Route 231 North for 8 miles. Take Left on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(2 hour drive)*

**From Charlottesville** - Take Route 29 North for approx. 26 miles to Madison. Take Left on 29 Business North. Go 1 mile, take Left on Route 231 North. Stay on Route 231 North for 8 miles. Take Left on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(1 hour drive)*

**From Harrisonburg** - Take Route 33 East to Stanardsville, Take Left on Route 230. Drive 15 miles to Stop sign. Take Left on Route 29 North. Drive 2 miles. Take Left on 29 Business North. Go 1 mile, take Left on Route 231 North. Stay on Route 231 North for 8 miles. Take Left on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(1 hour drive)*

**From Luray** - Take Route 211 to Sperryville. Take Right on Route 522 in to town of Sperryville. At Flashing Red Light take Left on Route 522. Drive 1.5 miles Take Right on Route 231 South. Drive 14 miles, Take Right on Route 670. Travel 4 miles, Graves' Mountain Lodge is on Left. *(1 hour drive)*