

## RLND Program Increases Leadership Confidence in Participants

### The Situation

Effective leaders are needed across North Dakota to provide leadership in a variety of roles including elected and volunteer positions.

### Extension Response

A cohort based statewide leadership program, Rural Leadership North Dakota (RLND), was developed in 2003. The mission of the RLND Program is to prepare and develop effective leaders to strengthen North Dakota.

### Impacts

RLND Class VII participants were asked, at the end of their 18-month RLND experience, what they learned about themselves. The responses included the following:

- Increased self-confidence
- Better understanding of issues and self
- Better listener
- Stronger leader
- More effective

In addition, RLND Class VII participants were asked what future goals they had for themselves. The goals included the following:

- More involved in the community
- Serve on additional boards
- Run for public office
- Better understand issues

### Feedback

“My time in RLND was especially valuable during this endeavor as it helped me become more confident when leading meetings and addressing less than supportive crowds, as well as helping me identify my personal leadership style and how to best apply myself and my committee.” Lucas Lang, RLND Class VII, Sterling School Board member

“I feel that RLND has made me a more confident person so that even my friends and family have seen the positive changes in the way I handle different work-related and personal situations. Having the RLND experience and the network of people will be of great benefit to me in my day-to-day position as the Langdon city auditor, and it’s an experience I will always deeply treasure on a personal level.” Roxanne Hoffarth, RLND Class VII, Langdon City Auditor

“Thanks to an incredible RLND experience. I have been given the education and resources to be able to become a much more effective leader both in my career and in community activities and projects. What I have found most valuable is that while the projects themselves are the end game and show what we can do in our communities, most of the work takes place far ahead of the project itself. It starts with bringing a group of individuals together in the community who share a common vision and most importantly are dedicated and committed to seeing the vision become reality.” Chuck Neubauer, RLND Class VII, Market President, Starion Financial

### Public Value Statement

RLND participants volunteer for community and organizational leadership positions and run for public office to improve the quality of life for North Dakotans.

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### Resource Links

[www.ag.ndsu.edu/rlnd](http://www.ag.ndsu.edu/rlnd)