

Reset Reassess Restart Renew Recycle

Reassessment and Value

By Nancy Pierce, LR '05



Jargon – these words represent some of the many pieces of jargon we are all hearing and experiencing as our Nation reacts to the dramatic economic shifts and steadies itself for the future.

Yet, these words, and the actions they call for are not limited to times of crises. They form the bedrock of good organizational health. Healthy organizations know they are best served for sustainability when they take the time to look inward, reflect, gauge and move on. How does this occur? The most common phrases we hear are Strategic Planning, Organizational Assessment, Dashboard and Appreciative Inquiry.

Timing is often said to be everything and it's true for RAMAC and Leadership Racine.

RAMAC is a diverse operation and remains engaged and excited about the work it does. There is no better time to begin the process of looking inward and out to the future than when an organization may feel it is steady.

The pressures we are all feeling economically and the challenges they are bringing to our definition of what it means to work today, how we will work tomorrow and in the future match the timing of the decision to reflect the challenges and strengths of RAMAC.

At the end of each program year, Leadership Racine goes through a mini organizational assessment. Did we provide



Leadership Racine Education and Lifelong Learning Team "City Scoping" from left to right: Lorie Castor, CNH, Jennifer Thielen, CNH, Angela Kennow, Great Northern Corporation, Peter Reynolds, RUSD, Felipe Estrada III, We Energies, Dorcas Agoro, SC Johnson

value to the individual, the company that sponsored them, RAMAC and to the Racine community? How are we stacking up in the larger RAMAC assessment? We do know that a recent strategic plan done by RAMAC indicates that "Leadership Racine has made a significant impact on area companies and the community and it is the most recognized of the RAMAC programs".

While we are pleased with this position, it does not mean our work is done. It means we must keep re-cycling the great portions of the program, revising the program to match current challenges and reset our goals.

Value – Value of community trusteeship and value to the decision makers who send candidates to the program. These two values dominate our assessment.

Within community trusteeship, we listen to the words of community leaders and we can actually calculate to a reasonable extent, the dollar value of the volunteer time not only those current, but past graduates provide to the Racine community.

Organizational cost value or ROI for the companies who support candidates comes when they compare what it costs to send staff through internal leadership development training as compared to what Leadership Racine offers in its 9 month program. Leadership Racine continues to meet

and exceed in providing critical leadership skill development as well as either exposing or deepening the individuals' commitment to community stewardship. Each company who supports candidates is making a public statement of their commitment to the sustainability of the Racine community both economically and in stewardship.

So, where does this leave us? It leaves us sitting on the cusp of renewal. RAMAC and Leadership Racine are committed to the outcomes that will help guide our community as we all move forward into a world that is being reset as we speak. We are ready to jump off that cusp, full of energy and engage. If you've never considered Leadership Racine, consider it now. We'd like to have you join us on the cusp as we leap forward into success.