



## Building a Leadership Team

Leadership teams play many roles in a rural community. What any leadership team does on a daily basis may well depend on the functions that the team is performing at the time.

You will be engaging in discussions with your colleagues here about the specific things you can do in the next 3-6 months back in your communities that will demonstrate leadership around TANF and poverty issues. You will also create a description for a Rural Leadership Team of the strategies, actions, stakeholders, partners, funding streams, and content knowledge you will need to know to address the needs of TANF and low-income populations in your communities. Drawing on the previous panel on leadership, participants will also explore how to develop capacity building models, ensure sustainability, and continue the dialogue among their rural colleagues post-Leadership Forum.

Please draw on the experience you brought with you, the insights from Daniel Dodd, the Leadership Panel, the Poverty Simulation experience, and your dialogue with peers here at the Forum.

### Morning Work Session Agenda

- 8:45 – 10:15 Panel on Leadership
- 10:15 – 10:30 Break
- 10:30 – 11:15 Small Group Discussions and Work Session:  
Rural Leadership Team Examples
- 11:15 – 11:45 Report Out and Large Group Discussion
- 11:45 – Noon Wrap Up



Here are 14 possible leadership functions. List 2-4 specific local examples of actions a rural leader could take in your community in the coming 3-6 months. These may be in your own organization or in context of some community-wide partnership or collaborative effort.

Leader's function	Types of Actions	Examples in your rural communities
Executive	Coordinating group activities and overseeing the setting of policies and goals.	
Planner	Deciding how the group will achieve its goals.	
Policymaker	Establishing policies and goals.	
Expert	A source of expert information.	
External group representative	Speaking for the group with others.	
Controller of internal relationships	Determining the social structure of the group.	
Purveyor of rewards and punishment	Controlling members through incentives and disincentives.	
Arbitrator and mediator	Resolving disputes in the group.	
Exemplar	Behaving in a way that others should behave.	



Leader's function	Types of Actions	Examples in your rural communities
Symbol of the group	Acting as symbolic embodiment of the group, its goals and its values.	
Substitute for individual responsibility	Relieving individuals of the need and responsibility of personal decisions.	
Ideologist	Being the source of beliefs and values.	
Parent figure	Focus for positive emotional feelings of individuals and the object for identification and transference.	
Scapegoat	Acting as a target for aggression and hostility. Taking the blame on behalf of the group.	



**Position Description**

**Title: Rural Leadership Team: Partners in Reducing Poverty**

**Team Objective:**

**Primary Tasks/Accountabilities:**

- 1.
- 2.
- 3.
- 4.
- 5.

**Reporting and Relationship Requirements:**

Internal

External

**Required Skills/Experience:**

Education requirement

Professional experience

Skill sets