

# **Jeffrey Paul Miller**

## **Address**

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## **Professional Experience**

***Instructor, Fort Hays State University – <http://e-leadership.net>***

***Department of Leadership Studies and Virtual College.***

***Current***

Responsible for teaching: LDRS 300 - “Introduction to Leadership Concepts” with Hong Kong Tak Ming College, Taiwan Campus, LDRS 302 – “Introduction to Leadership Behavior”, LDRS 310 – “Fieldwork in Leadership Studies”, LDRS 480 – “Team Leading and Team Dynamics” and LDRS 490 – “Supervisory Leadership”.

***Innovative Leadership Solutions, Inc. – <http://www.inleadsol.com>***

***President & Senior Educator/Consultant***

***Current***

Provide education, consultation, and coaching services to groups and organizations in leadership, change management, collaboration development, systems thinking, strategic visioning, creativity & innovation, team building, program design and planning. Provide facilitation services to assist groups in reaching desired outcomes. Also an associate of the Cascade Center for Community Governance – <http://www.chandlercenter.com>.

***University of Indianapolis – <http://gradbus.uindy.edu/>***

***Current***

Adjunct Professor, Graduate Business Programs. Currently teaching MBA 632 – “Organizational Stewardship” and MBA 634 “Organizational Learning & Systems Thinking”.

***Medgar Evers Institute – steering committee.***

***Current***

Member of the institute’s initial visioning, planning, and partnership development team. Institute is to have a focus on youth, human rights, leadership development, and the global struggle for human dignity.

***Community Leadership Association. – <http://communityleadership.org>***

***Interim Executive Director***

***2002-2003***

Provided daily leadership and management functions to the membership organization of local community leadership programs. Assist and facilitate the Board’s reorganization, cost saving processes, and search for permanent leadership.

***Greenleaf Center for Servant-Leadership – <http://www.greenleaf.org> 1999-2003***

Member of workshop training and facilitation team, focusing on the application of servant-leadership in workplace and community settings.

***North Dakota State University Extension Service***

***1996 – 1999***

***Assistant Director and State Leader, 4-H Youth Development Education***

Provided vision and leadership in the development, implementation, and evaluation of a statewide youth development leadership program. Directed 10 FTE’s and an annual budget exceeding \$500,000 in appropriated, revenue, and grant sources. Facilitated delivery of non-formal educational programs

across 53 counties through an additional 66 FTE's of paid staff and more than 6,000 volunteers. Provided leadership for an on-going staff and organizational development effort to improve local program design and delivery. Significant Accomplishments: Clarification of vision, and building of continuity, cohesiveness, and focus to the ND 4-H Youth Development Program. Adoption of standards of practice in youth program curriculum development. Improved, and provided more frequent leadership, professional, & organizational development opportunities for Extension staff and volunteers. Development of "core competencies" inventory for Extension educators. Also served as secretary on the Board of Directors for the North Dakota 4-H Foundation. Worked to maintain alignment between program and Foundation priorities. Also served on the Land-Grant University System's "Workforce Preparation " national initiative team (<http://www.reeusda.gov/wfp>).

***National Network for Collaboration - <http://crs.uvm.edu/nngo>***

***1994 - 1999***

Convener (1996-99) of a dispersed, diverse group of faculty from 20 state land-grant universities and the Families, 4-H and Nutrition unit of USDA. Facilitated development of materials, processes, and tools that help groups and individuals work more effectively in addressing issues of common concern. Provided leadership, coordination, and management of the Network's partnership efforts as well as program and materials development and delivery. Helped with oversight of the \$150,000 annual budget.

***University of Illinois***

***1993 - 1996***

***4-H Youth Development Education***

***Extension Specialist, Youth and Community Development***

Chaired a statewide youth development education team, and supported statewide community prevention education team. Provided leadership for science and technology literacy programs, workforce preparation efforts, and expansion of the 4-H Program to under-reached audiences. Established partnerships and connected Extension 4-H Youth programs with complimentary efforts of other agencies and organizations. Served as liaison for 4-H and Extension to the National Science & Technology Week (NSTW) Teacher Training and Materials Dissemination Network. Facilitated partnerships between Extension Staff and other NSTW network members in this National Science Foundation funded effort. Results include enhanced local partnerships and an infusion of more than \$500,000 worth of teaching materials to the Extension System.

***Extension Service/USDA***

***1991 - 1993***

***Community CARES Project***

***Coordinator of Evaluation***

Managed evaluation efforts for each component of the \$5.9 million, W.K. Kellogg Foundation-funded Community CARES Project in support of Cooperative Extension's Youth-at-Risk Staff & Community Capacity Enhancement Initiative through: 1) Technical support from seven Centers for Excellence and 95 federally funded community based projects; 2) Youth Development Professionals' Leadership Institute; 3) Volunteer Staff Development; and 4) Executive Institute for Fund Development. Also consulted with multiple team members on their data management and evaluation needs. Disseminated and brokered information on relevant programs, evaluation, and research to a variety of stakeholders.

***The University of Georgia***

***1985 - 1987***

***County Extension Agent, Walker County***

Provided leadership and management of county 4-H Youth Development Program. Annually worked with over 1000 young people, 45 core adult and teen volunteers, and 15 elementary and junior high

schools. Significant time was spent in partnership with school principals and teachers. Also worked with homeowner agricultural programs.

***Big Walnut Local Schools (Sunbury, OH)***

***1983 – 1984***

***Teacher***

Instructed Spanish, Physical Education, Agriculture, History and English classes as a Substitute Teacher at the Elementary, Junior High and High School. Prepared daily lesson plans and managed the classroom.

***Ohio State Fair (Columbus, OH)***

***1979 – 1980***

***Supervisor, Junior Fair Press Corps***

Supervised youth photographers and reporters in coverage of Junior Fair events.

**Education**

*Ph.D., Agricultural & Extension Education, Emphasis in Adolescent Development & Educational Design - May 1991*

The Pennsylvania State University

Dissertation Research: Youth Program Participants' Development of Competency, Coping, and Contributory Life Skills.

*M.S., Agricultural Education - March 1985*

The Ohio State University

Final Project: Creation of self-directed video assisted curriculum package designed to assist individuals in developing public speaking and communication skills.

*B.S., Agricultural Education - June 1983*

The Ohio State University

Teacher Certification: Secondary Agricultural Education, State of Ohio.

**Internships**

***The Pennsylvania State University***

***1990 - 1991***

***Department of Agricultural and Extension Education***

***Teaching Associate***

Instructed Ag 200B – Intro to Microcomputer Applications in Agriculture, Ext Ed 450 – Methodology of Extension Education, and assisted with Health Ed 597A – Needs Assessment and Evaluation in Community Programs. Also assisted with writing a Community CARES Youth-at-Risk Grant Proposal to USDA which was funded at \$120,000/year for five years.

***The Pennsylvania State University***

***1988 – 1990***

***Department of Agricultural and Extension Education***

***Graduate Assistant***

Assisted with the development of youth Landscape and Vegetable Gardening curriculum and creation of school age childcare plant curriculum. Also assisted with the development of graduate student recruitment materials and supported faculty in their various research projects.

***The Pennsylvania State University***

***1988 – 1990***

***Pennsylvania Governor's School for Agricultural Sciences***

***Leadership Development Instructor***

Facilitated opportunities for young scholars to practice interpersonal skills, public communication skills, and develop a better understanding of self in relation to team building skills.

***The Ohio State University******1987 – 1990 and 1984 - 1985******Ohio 4-H Office***

***Co-Director, OH 4-H Leadership Camp (1987-1990)*** Assisted with operation of a statewide camp that provided intensive leadership and personal development experience for youth leaders representing each Ohio County.

***Graduate Administrative Associate (1984 - 1985)*** Assisted with the promotion and visibility of the 4-H Program in Ohio. Also worked with statewide volunteer leader training forum.

**INTERNATIONAL/CROSS-CULTURAL ACTIVITIES**

- May 04 ***Malaysia, Brunei.*** Workshop series on authentic/servant leadership. Worked with Top Performers Leadership Center (<http://www.topperformers.com.my>), to deliver a series of training workshops on the topic of caring, effective leadership that serves.
- Nov 03 ***England.*** Series of consultation and collaborative meetings with: Lucca Leadership Trust (<http://www.luccaleadership.org>); Greenleaf Centre for Servant-Leadership, U.K.; and MakesFive, Ltd. (<http://www.makesfive.com>).
- Oct 03 ***Armenia.*** Provided consultation and training support to a U.S. Department of Agriculture project. The work of the project was to develop grassroots leadership talent in rural Armenian communities.
- Jun 03 ***Finland.*** Education and Youth Development Forum, Learning in Organizations - Inventing Desired Futures in a Global Society. Society for Organizational Learning 1<sup>st</sup> Global Forum. Lifelong Learning Institute Dipoli. Espoo.
- Jan 03 ***Australia.*** Workshop on temperament/communication styles and how to use these tools in developing effective work teams. International Camping Congress. Melbourne & Bendigo.
- Sep 02 ***USA.*** Volunteer and host for violinist from South Korea during the International Violin Competition of Indianapolis.
- Nov 01 ***Thailand.*** Part of training team that delivered and provided coaching on leadership development for communities. It was a joint project of the Community Leadership Association, the Thai Institute for Management Education & Training, and the Kenan Institute.
- Nov 01 ***South Korea.*** Workshop presentation for business executives on servant-leadership. Workshop was done jointly with the ElTech Trust Management Institute.
- Jul 00 ***USA.*** Consultation on community collaboration development. University of Hawaii Cooperative Extension and partners. Kona.
- Feb 00 ***South Africa.*** Consultation and workshops on servant leadership for the University of Natal, Durban.

- Nov 99        **Netherlands**, England, Finland. Consultations and training with partners of the Greenleaf Center for Servant-Leadership.
- 1996-99      **USA**. Periodic consultation and partnership development with Native American members of Ft. Berthold Reservation, Turtle Mountain Reservation, Standing Rock, and Affiliated Tribes of North Dakota.
- Mar 94        **Brazil**. Professional exchange of youth development workers with colleagues in Sao Paulo. Experience was arranged through a relationship with Partners of the Americas (<http://www.partners.net>).
- 1987-88      **New Zealand**. International 4-H Youth Exchange. Spent six months of immersion in the life of the country by living with several families across the country.

### PROFESSIONAL SERVICE

*Medgar Evers Institute, Steering Committee*. Current

*Master's Degree Thesis Committee* for Roger Miller. **Successful Executive Leadership Behaviors Leading for Collaboration in Environmental Advocacy Organizations**. University of San Francisco. Current.

*Doctoral Thesis Committee* for Khara Kincade. **The Association of Self-Leadership and Coping Style**, University of Louisville. 2003.

*Association of Leadership Educators, Board of Directors*, 1997-99; 2001-2004; Past President & Nominations Chair, 2003-2004; President, 2002-2003; Vice President and Program Chair, 2001-02; Program Committee, 1993-97; Membership Committee, 1991-92. (<http://LeadershipEducators.org>)

*Indianapolis Leadership Roundtable*. 1999-present.

*National Association of State Universities and Land-Grant Colleges Workforce Preparation Initiative*, National Management Team; 1997-1999. (<http://www.reeusda.gov/workforce>)

*Cooperative Extension System's National Network for Collaboration*, Convener, 1995-1999; Management Team Member, 1993-1999. (<http://www.crs.uvm.edu/ncco>)

*University of Illinois Collegiate 4-H Club*, Advisor, 1995-96

*Illinois Cooperative Extension Awards Committee*, Chair, 1995.

*National Science & Technology Symposium*, National Network for Science & Technology, (<http://www.uidaho.edu/ag/4-h/nnst/>). January, 1996). Coordinator of workshop proposal and review process.

*Illinois Extension Disaster Preparation Committee*, 1994-95. Part of the University's response to the Mississippi River flood of 1993.

*National Association of Extension 4-H Agents*, Program Committee, 1993-97; North Central Region

Contact, 1996-97; North Central Region Contact Elect, 1995-96; Info-Tech task group, Chair-elect, 1994; Seminars & Workshops proposal reviewer, 1994-95.

*National Education Longitudinal Study (NELS:88/90) Extension Analysis Project*, University of Wisconsin. Advisory Committee, (1991-1993).

*Project IMPACT Review and Selection Committee*, United Way of America, (1991-1992).

*National Community Service Conference Advisory Committee*, Points of Light Foundation, (1992).

*National FFA Organization*, Scholarship Review and Selection Team, (1992).

*Penn State University Agricultural and Extension Education Graduate Student Association*, President, 1990.

*Editor of Alpha Tau Talk*, the Penn State Phi Delta Kappa Newsletter (Fall '90, Spring '91).

*Penn State Agricultural & Extension Education Department Head Advisory Search Committee*, Graduate Student Member, (1989-90).

*Penn State Department of Agricultural & Extension Education Computer Committee*, Graduate Student Member, (1989-90).

*Penn State Department of Agricultural & Extension Education 4-H Program Committee*, Graduate Student Representative, (1989-90).

*Penn State Department of Agricultural & Extension Education Graduate Studies and Research Committee*, Graduate Student Representative, (1989).

*Penn State Collegiate 4-H Club*, Advisory role, (1989-91)

### **Consulting and Other Relevant Experience**

International Youth Exchange to New Zealand, 1987-88.

Youth Professionals' Exchange to Sao Paulo, Brazil, 1993

Volunteer – Served as photographer and personal development instructor for Ohio 4-H Congress, Ohio 4-H Conservation Camp, Ohio 4-H Leadership Camp, and as a program assistant for the Ohio State Fair 4-H events. Also served as a local 4-H Club Leader, 1987.

Advisor to Collegiate 4-H Student Organizations at Penn State (1990-91), and Univ. of Illinois (1992-93).

Consultant to the Penn State Extension staff, Philadelphia County to evaluate their programs, 1989-91.

Strategic planning facilitator for: Goodwill Industries, International; South Dakota Department of Health; and Alabama 4-H Youth Development Program, International Four-H Youth Exchange board of directors. 1995-2002.

Customized collaboration, leadership, strategic visioning, and team building seminars for: Alpha Gamma Rho Fraternity's Regional Leadership Conferences; Roger Maris Cancer Center, Fargo; North Dakota Rural Development; Oregon Youth Services Consortium; Iowa State University; North Dakota Soil Conservation District Supervisors; South Dakota Department of Health; North Central Regional Center for Rural Development; F-M Directors of Volunteer Service; Goodwill Industries, Int'l; Leadership Kentucky; Habitat for Humanity; University of Washington Athletic Dept; Purdue University Community Relationship Building Training; Univ. of Texas, Permian Basin Leadership Center; Brigham Young Univ. Romney Institute of Public Policy; Clemson Univ. Extension; Univ. of Illinois Laboratory for Community and Economic Development; Univ. of Hawaii Extension;

Univ. of Natal Leadership Centre, Durban, South Africa; Deaconess Institute, Helsinki, Finland; Greenleaf Center for Servant-Leadership; Community Leadership Association & Institute for Management Education and Training, Bangkok, Thailand; ElTech Trust Management Institute, South Korea; International Camping Congress, Melbourne, Australia; Ratio Architects, Indianapolis; Oregon Public Management Association, Salem; United Way of Central Indiana. 1996-2003; Top Performers Leadership Centre, Malaysia; ASEAN EC Management Centre, Brunei; Gage County (Nebraska) Youth, Family, & Community Coalition, Washington State University Athletic Dept. Raised on a large livestock and crop farm. Worked primarily with dairy and beef operations.

### **Significant Continuing Education/Training**

*Leading Organizational Transition Certification Program.* December 2003. Chicago. Training provided by Linkage, Inc.

*Leadership: The Sixth Discipline Building Relationship-Centered Learning Organizations: Seasoned Perspectives for Individual and Collective Learning.* November 2003. Dearborn, Michigan. Facilitated by Charlotte Roberts.

*Education and Youth Development Forum, Learning in Organizations - Inventing Desired Futures in a Global Society.* Society for Organizational Learning 1<sup>st</sup> Global Forum. Lifelong Learning Institute Dipoli. Espoo, Finland. June, 2003.

*Leadership Learning Community Gathering.* (<http://www.leadershiplearning.org>). San Francisco. May, 2003. Scheduled.

*Leadership 2003: Developing Public Leaders.* Center for Public Leadership and the Center for Nonprofit Organizations. Kennedy School of Government. Harvard University. March 2003.

*Core Course in Systems Thinking and the Fifth Discipline.* Received intensive training from Peter Senge and Beth Jandernoa in the practices and techniques for using systems thinking in organizations and communities. Sponsored by the Society for Organizational Learning and the National Leadership Development Community. Okoboji, Iowa. June, 2002.

*Roads to Shared Leadership.* Annual conference of the Community Leadership Association. San Diego, CA. May, 2002.

*Team Spirit Certification Training* ([www.teamspirit123.com](http://www.teamspirit123.com)). Received training and instruction on the use of a powerful curriculum that can be used with a variety of teams. San Diego. May, 2001.

*Systems Thinking in Action Conference* ([www.pegasus.com](http://www.pegasus.com)). Also attended pre and post conference sessions on tools for application of systems thinking in organizations and communities. San Diego. October, 2000.

*Prudential Youth Leadership Institute Certification Training.* Collaborative youth/community leadership development effort administered by the Points of Light Foundation. St. Louis. July, 2000.

*Spirit and Leadership Conference.* Center for Creative Leadership, Greensboro, North Carolina. January, 2000.

*Navigating the Future: Servant-Leadership and Community Leadership in the 21<sup>st</sup> Century.* Sponsored by the Greenleaf Center for Servant Leadership and the National Association for Community Leadership. Indianapolis. June, 1999.

*LINC – Leadership for Institutional Change, workshop 4.* A national leadership development dialogue established by the W.K. Kellogg Foundation among twelve state and land-grant university consortiums throughout the United States. This LINC Initiative seeks to provide guidance and support for new leadership models in higher education. Raleigh, North Carolina. January, 1999.

*Building Local Leadership Capacity: Blueprints for the 21<sup>st</sup> Century.* Governor's Leadership Development Conference. Learned about the application of the work of Jim Kouzes and his leadership research, and the work of John Carver and his model of board governance and trusteeship. And; *Embracing the Challenge of Change, featuring Tom Peters.* Leadership North Dakota Conference. Bismarck. June & October, 1998.

- The Highly Skilled Facilitator – training on group facilitation skills.* Kathryn Center for Lifelong Learning. Valley City State University, North Dakota. January, 1998
- Skill Building for Stronger Communities.* Heartland Center for Leadership Development. Moorhead, MN. September, 1997.
- Teen Assessment Project (TAP) and Community Youth Futures Trainings.* Conducted by University of Wisconsin-Extension Family Living Program Staff and Faculty. (<http://www.uwex.edu/ces/flp>). December, 1992 & July, 1994.
- Certification trainings for "**True Colors and Real Colors**" personality/ temperament/communication styles facilitator. Center for Educational Development, Tucson, AZ; and National Curriculum Training Institute, Phoenix, AZ. 1992, '94, & 95.

### **Selected Publications**

- Community System of Youth Development. Hogue, T. and Miller J. In process.
- Effective Collaboration: Strategies for Pursuing Common Goals. 2<sup>nd</sup> Edition. (2002). Hogue, T. and Miller, J. Rocky Mountain Press. Denver, Colorado.
- Managing Organizational Complexity: The Servant-Leadership Approach.* (2000). Miller, J.P. Conference Proceedings, Systems Thinking in Action Conference ([www.pegasus.com](http://www.pegasus.com)). San Diego. (October).
- Community Capacity: Leadership Approaches for Collaboration that Build and Sustain Positive Change.* (1997). Miller, J.P. & Rowe, E. Proceedings of Leaders in Leadership: The Association of Leadership Educators: Columbus, OH. pp. 34-40.
- Collaboration Framework Interactive Training Package.* (1996). Hogue, T., Bergstrom, A., Miller J., & Russell, J. National Network for Collaboration. Cooperative State Research, Education, & Extension Service, USDA.
- Collaboration Framework... Addressing Community Capacity.* (1995). National Network for Collaboration. Monograph published to further the work of the Extension System Children, Youth, & Family Network.
- A program portfolio/panel review evaluation of 4-H sponsored community-based social action projects for at-risk youth.* (1994). Ponzio, R., Peterson, K., Miller J., & Kinney, M.B. Journal of Research and Development in Education. (1), pp. 55-65.
- Helping children cope with disaster: curriculum collections for use after difficult situations.* (1993). Miller, J. P., et. al. Curriculum package, University of Illinois, State 4-H Office: Champaign, IL. (October).
- Orientation materials for portfolio & panel review evaluation of community-based youth at risk programs.* (1992). Peterson, K., Miller, J., Ponzio, R., Fisher, C., & Pankow, V. ERIC Document Reproduction Service ED 355 262. Washington, D.C.: National 4-H Council.
- Competency, coping, and contributory life skills development of early adolescents.* (1993). Miller, J. P. & Bowen, B. E. Journal of Agricultural Education. (1), pp.68-76.
- Land-grant university system and 4-H: A mutually beneficial relationship of scholars and practitioners.* (1992). Snider, B. A. & Miller J. P. In, Early Adolescence: Perspectives on research, policy, and intervention. Richard M. Lerner, editor, Institute for Children, Youth, and Families; Michigan State University. Lawrence-Erlbaum Associates, Inc., Hillsdale: NJ.
- Linking 4-H youth development programs with adolescent developmental theory: A review of the literature.* (1991). Miller, J. P. The Pennsylvania State University. Agricultural and Extension Education Research Series. 31(1).

### **Membership in Professional Organizations**

- American Society for Training & Development, member
- Association of Leadership Educators, charter member, currently serving as Past President
- Community Leadership Association, member and volunteer

Indiana Leadership Association, member

Indianapolis Cell, Fast Company Magazine's "Company of Friends", member

Indianapolis Leadership Roundtable, participant

Innovation Network, member

Robert K. Greenleaf Center for Servant Leadership, member

Youth Education Network, a fractal of the Society of Organizational Learning, member