



Building Strong Teams for Community Excellence

COMMUNITY DEVELOPMENT LEADERSHIP
REGIONAL LEARNING COLLABORATIVE PROGRAM



Session 1

DISCOVER AND CREATE A SENSE OF URGENCY

September 24, 2025
2:30 - 4:30 p.m.
The Comfort Inn & Suites
Chillicothe, MO

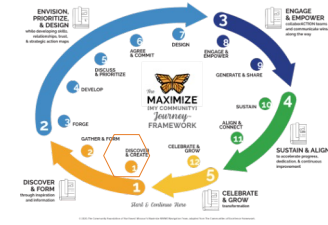


COMMUNITY FOUNDATION
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SESSION 1: DISCOVER AND CREATE A SENSE OF URGENCY | BUILDING STRONG TEAMS FOR COMMUNITY EXCELLENCE

Your Itinerary for the Year



September 24, 2025 In-Person	Maximize NWMO 3 rd Annual Celebration Lunch Session 1: Discover & Create a Sense of Urgency
October 8, 2025	Session 2: Gather & Form a Guiding Coalition
November 12, 2025	Session 3: Forge a Consensus & Community Vision
December 10, 2025	Session 4: Develop a CollaborACTION Story Through Systems Thinking
January 14, 2026	Session 5: Discuss & Prioritize with All Sectors & Groups
February 11, 2026	Session 6: Agree & Commit to Shared Vision, Values, & Opportunity Priorities a.k.a. Strategic Objectives
March 11, 2026	Session 7: Design Strategic Action Maps Based on Data & Stakeholder Experience With Design-Thinking
April 8, 2026	Session 8: Engage & Empower CollaborACTION Teams to Work Through the Action Maps for Each Priority
May 13, 2026	Session 9: Generate & Share Wins Along the Way
June 10, 2026	Session 10: Sustain Accelerated Progress & Dedication Through Support & Networking
July, 2026	NO SESSION - SUMMER BREAK
August 12, 2026	Session 11: Align & Connect to Continuously Improve Performance & Outcomes
September 23, 2026 In-Person	Session 12: Celebrate & Grow Transformation: Recognizing Success & Areas of Improvement to Continue Maximize NWMO 4 th Annual Celebration Lunch

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Introductions and Forming Shared Agreements

What do you expect from:

- ◆ Yourself?
- ◆ Others?
- ◆ Facilitators?
- ◆ The Program Overall?



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SESSION 1 ITINERARY



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- ◆ **The Big Picture - Over Lunch**
- ◆ **Introductions and Overview of Program and Approach Used to Guide the Journey**
 - ◆ Readiness Activity: Knowing Yourself and Your Group
- ◆ **Introduction to Milestone 1, Step 1: Discovering and Creating a Sense of Urgency**
 - ◆ Knowing Your Why Activity
- ◆ **Getting to Know Your Community**
 - ◆ Activity and Assignment: Complete an Inventory of Your Community's Offerings and Culture

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Engaging and supporting leaders through a journey

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The MAXIMIZE [MY COMMUNITY] Journey™

© 2025, The Community Foundation of Northwest Missouri's Maximize NWMO Navigation Team, adapted from The Communities of Excellence framework.

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Empowering leaders with interconnected capabilities

ROMANTICIST

OPTIMIST

ENVISIONING a future story

KNOWING the current story

TAKING ACTION to create a new story

Seeing

Believing

Doing

REALIST

ACTIVIST

Reflecting

ANALYST

The MAXIMIZE [MY COMMUNITY] Journey™

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Your Journey is Your Own . . .

- Everyone is joining at different stages.
- This program is sequential and will move at a steady pace.
- Your community will not be in the exact same place and pace as others throughout the next year. That's OK! The objective is to learn how to build a stronger team together.
- Your mentor will help you discuss your reality against the assignment to make the most of the experience.

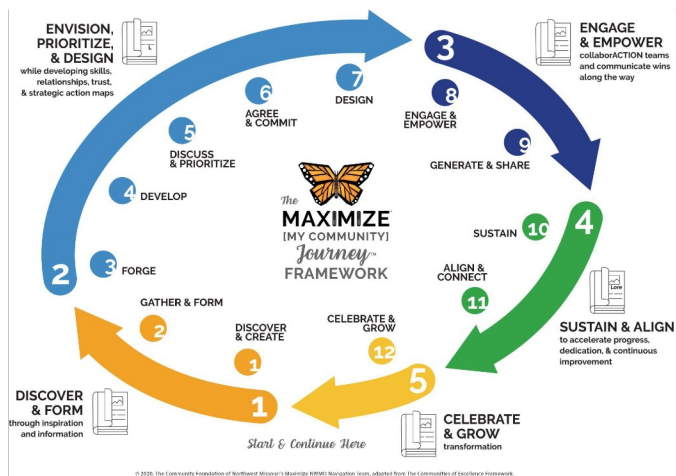


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We All Start With a Sense of Urgency



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Your Getting Started Readiness Assessment

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GLOSSARY

strong team NOUN

: an empowered, organized, and resilient group of imperfect but talented contributors who work together through "collaborACTION" to attain shared short- and long-term goals that maximize their community's potential.

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What do strong teams look like?

Strong Teams:

- Are not destroyed by conflict and instead, **focused on results**
- **Prioritize** what's best for the organization
- Are individually balanced by being **equally committed** to personal lives and work
- Embrace **diversity**
- Are **magnets** for talent



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STEP

1

What is your Big Opportunity?

It all starts with asking the right questions at the right time.

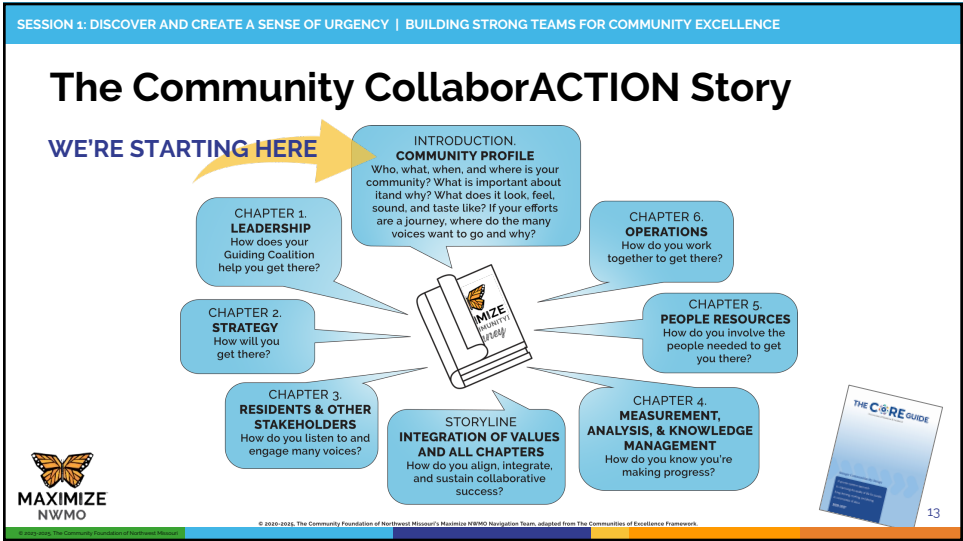
- What dreams do the people in your community have for the community/county?
- Identify, articulate, and communicate the ones that are shared by many
- Connect external change factors with your community's strengths/assets
- I.D. success stakes and failure consequences



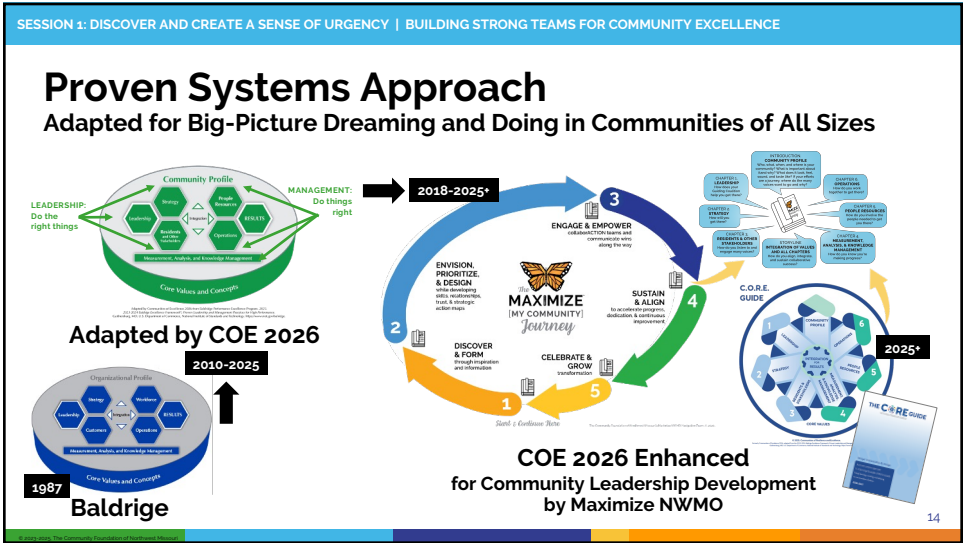
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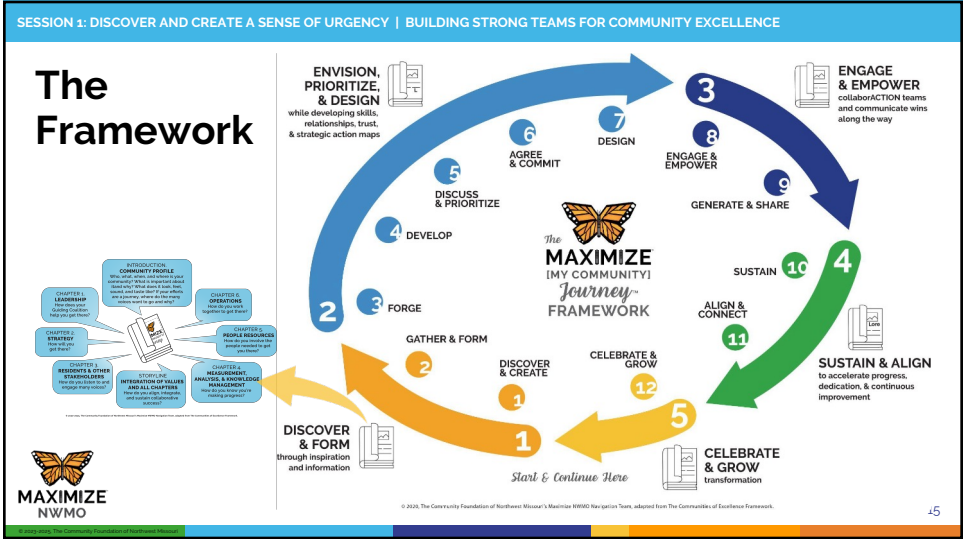
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Maximize Monarch Town

A Story of Successfully Building a Strong Team
Who Over Time *Tangibly Improved Their Community*

They dreamt big and worked together to create big opportunities!

MONARCH TOWN
EST. 1836

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STEP 1 **Start With a Sense of Urgency**

Community leaders who can describe a big opportunity with a high enough sense of urgency that appeals to the heads and hearts of many people can, if handled well, lead to transformational results!

- Avoid complacency and *false* urgency
- Increase *true* urgency

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STEP 1 **Your Sense of Urgency**

Defining Your "WHY" to Help You Decide Where You Want to Go on Your Journey

Before your group jumps into better "Seeing" your whole community and "Knowing the current story" ask yourselves . . .

Why are we embarking on a journey to work together in a new way?



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STEP 1

Increasing true and inspiring urgency

Leaders, through their visible passion and actions, have an opportunity to help others see the big picture and big opportunities!

- Bring the outside in by listening, looking and engaging many voices through many methods
- Reflect and prioritize in everyday behavior
- Find opportunities in strengths and crises
- Neutralize the naysayers and “NoNos”

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STEP 1

Who asks these first questions?

A small group of community champions from diverse perspectives who care about the current and future state pull together to:

- Converse - Share what you *think, feel*, and would like to *do*
- Be curious and create a perspective on what seems urgent
 - Assess your current state
 - Gather and review baseline data
 - Check assumptions
- Draft your mission and vision...your manifesto
- Begin to journal your community's progress

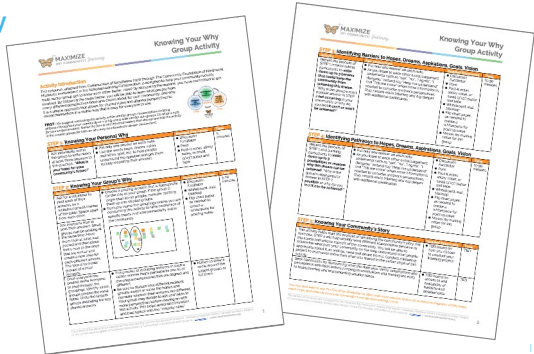
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STEP 1 **Let's Practice Finding Your Team's Sense of Urgency?**

Knowing Your Why
Group Activity



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STEP 1 **Asking the Right Questions**

The Five Whys:

1. Why of the problem?
2. Why of #1's answer?
3. Why of #2's answer?
4. Why of #3's answer?
5. Why of #4's answer?

= ROOT CAUSE

Sakichi Toyoda

Discovering root causes to find solutions to complex opportunities and challenges

- Identify one of the biggest issues we currently face.
- Ask "WHY do we face this problem?"
- Maintain curiosity until an answer or a better question is found.

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STEP 1 **A Tool for Understanding the Root of Your Sense of Urgency**

Your Five Whys Activity

THE FIVE WHYS

Discuss and consider many perspectives. Avoid jumping to conclusions.

Issue/Problem Causing Sense of Urgency

Why did the issue/problem arise?

Why?

Why?

Why?

Why?

Root Reason or Cause to Address

Fewer or more questions may be necessary. Getting to a level where meaningful improvement can be made is the point of the process.

Each question's answer leads to the next question.

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STEP 1 **Starting With the End in Mind Drives Success from the Beginning**

What do you need to understand about your community/county?

- Document early data (numbers, emotions, opinions, ideas)
- Gather baseline facts to help determine if your sense of urgency is fact-based or perception based
- Align your initial sense of urgency to reality and share the current story with a wide variety of people

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STEP 1 Consider the Goals of as Many People as Possible

COMMUNITY INTERCONNECTION & INCLUSION

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Example of What Might Be Measured
 Aligned with the National Common Community Scorecard
 From Communities of Resilience & Excellence

CORE AREAS	INDICATORS
Health	Life Expectancy
Economy	Median Household Income
Education	High School Graduation Rate
Natural Environment	Ambient Air Quality
Built Environment	Access to High-Speed Broadband
Housing	Homes with Suboptimal Conditions
Social Connections	Adults w/14+ "Not Good" Mental Health Days Per Month

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STEP 1 **Starting With the End in Mind Drives Success from the Beginning**

What data do you feel would be helpful to you?

- What are you already measuring?
- How are you storing and sharing data?

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STEP 1 **Let's Get to Know Your Community to Discover Your Assets**

A comprehensive checklist is a great place to start "seeing" your community for what it is from many different perspectives. This tool is the beginning of getting to "Know Your Current Story."

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What's Next?

SESSION 2 - Online
Gather & Form a Guiding Coalition
Wednesday, October 8, 2025
11:00 a.m. - 1:00 p.m.

<https://us02web.zoom.us/j/87407749861?pwd=glu7GzBXsTwokYQJVqW1cTaAkWGOIJ.1>

Meeting ID: 874 0774 9861
 Passcode: BST2025-26



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PREPARE FOR SESSION 2

Individual Action

- Reflect on your personal "why" for engaging in this work.
- Complete the **Checklist of Community Assets** based on what you know.

CollaborACTION

- Together, pool your knowledge to complete the **Checklist of Community Assets** and be prepared to share your experience in our next session.
- Designate someone to prepare one slide that describes your group's sense of urgency.

GROW & GO



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Dreaming big and growing together!



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Generous financial support to supplement the participant fees for this program comes from partner contributions to
The Community Foundation of Northwest Missouri's Maximize NWMO Regional Vitality Initiative.
This program is only possible thanks to thousands of hours of in-kind time contributed since the beginning of this work in 2012.

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