



Building Strong Teams for Community Excellence

COMMUNITY DEVELOPMENT LEADERSHIP
REGIONAL LEARNING COLLABORATIVE PROGRAM



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Session 10

SUSTAIN ACCELERATED PROGRESS & DEDICATION THROUGH SUPPORT & NETWORKING

June 10, 2026
11:00 a.m. - 1:00 p.m.
Online via Zoom



COMMUNITY FOUNDATION
OF
NORTHWEST MISSOURI

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SESSION 10: SUSTAIN ACCELERATED PROGRESS AND DEDICATION THROUGH SUPPORT AND NETWORKING | BUILDING STRONG TEAMS

SHARED EXPECTATIONS

- **Be focused.**
- **Be engaged.**
- **Be open & curious.**
- **Practice courage & leadership.**
- **Demonstrate willingness to listen & collaborate.**
- **Share ideas and information.**

● **Practice Zoom courtesy:**

- Mute when not talking, but go ahead and talk when appropriate.
- Keep your camera on as much as possible. Your engagement contributes to everyone's positive experience.
- Everyone's voice is necessary. Listen and let everyone speak.
- Value the role of the parking lot. Your thoughts, ideas, and questions are important. We'll get to them all.



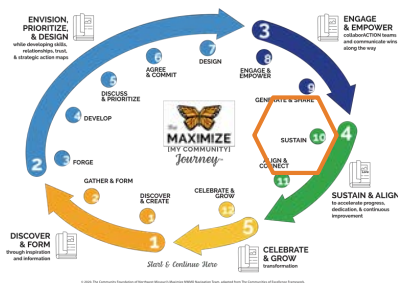
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SESSION 9: GENERATE AND SHARE WINS ALONG THE WAY | BUILDING STRONG TEAMS

Your Itinerary for the Year



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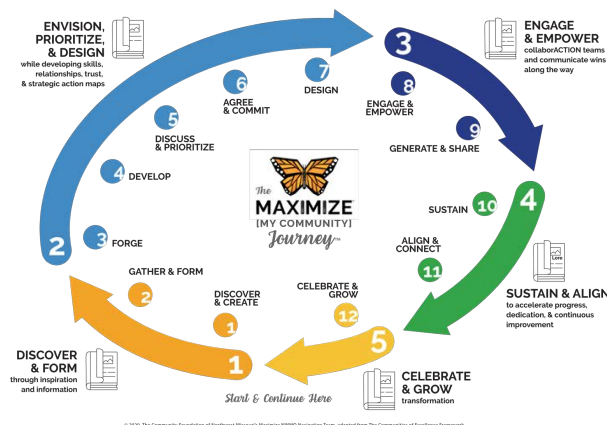
September 24, 2025 In-Person	Maximize NWMO 3 rd Annual Celebration Lunch Session 1: Discover & Create a Sense of Urgency
October 8, 2025	Session 2: Gather & Form a Guiding Coalition
November 12, 2025	Session 3: Forge a Consensus & Community Vision
December 10, 2025	Session 4: Develop a CollaborACTION 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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SESSION 10 ITINERARY



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- Community Share Out from Session 9 on Communicating Short-Term Wins and Long-Term Outcomes
- Discussion on Trust
- Intro to Step 10: Sustain Accelerated Progress and Dedication Through Support and Networking
- Processes and Communication for Stability

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SHARE OUT



FOLLOW UP FROM SESSION 9

CollaborACTION

- What is your plan and timeline for communicating short-term wins (*education attained*) and mid-term outcomes (*behaviors changed and started*) with residents, stakeholders, partners, and internal members.

3-5 minutes

per group

Remember

Your group will go at your own pace, so you may not have gotten to all this yet. We're interested in keeping track of and coaching your through where you are as we share the steps of the Journey throughout the year.

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Engaging and supporting leaders through a journey



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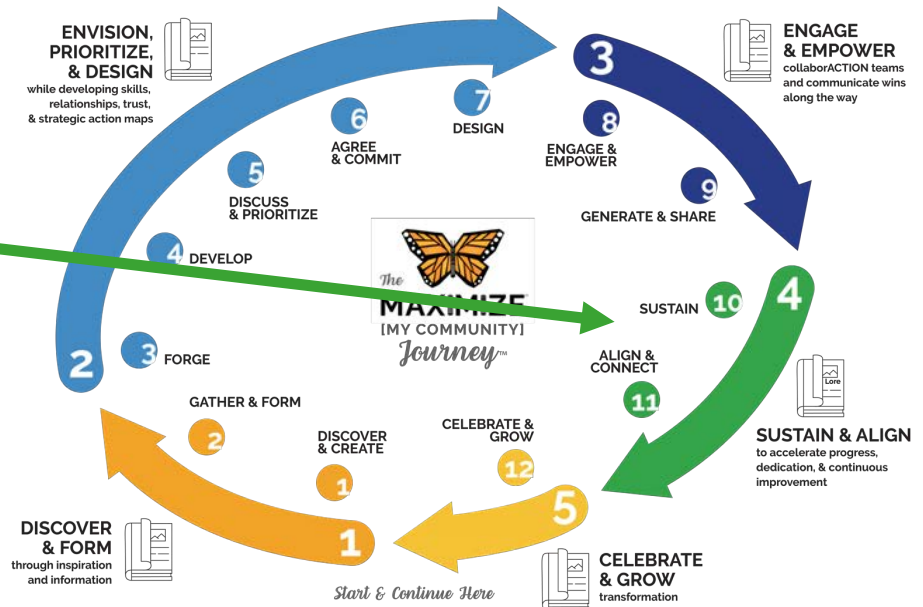
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The Journey

Milestone 4 is where how you are working better together reveals itself.



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DISCUSSION

What leader has had the most positive influence on your daily life?

Write it down for yourself. You do not have to share any names.

With that person in mind, what three words best describe what this person contributes, or contributed, to your life?

Write it down and share verbally or in the Chat.

Why these three words? Please share an example.

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How do you convince others of your trustworthiness ?

TRUST is the foundation for leading!

- **Honesty, Integrity, Respect**
 - Increases speed and efficiency of the work
 - Once established, things can happen in a fraction of the time
- **Relationship flat-out trumps competence in building trust**
 - Remember that people come first and progress over perfection will get you further faster!



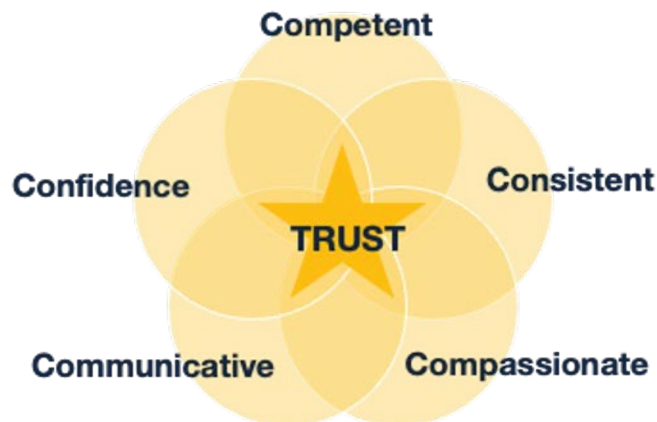
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Elements of Trust in Relationships

Foster Stability and Hope



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Continue to Seek and Invite People from a Broad Variety of Perspectives

- ◆ Seek those who want to work together
- ◆ Seek out diversity and representation
- ◆ Consider talents, skills, connections, and other resources
- ◆ **Start with relationships**



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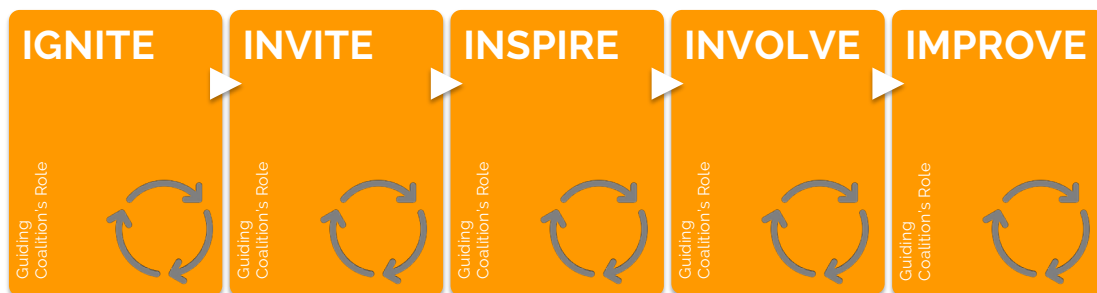
COMMUNITY INTERCONNECTION & INCLUSION



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All Steps of Engagement are Ongoing Activities



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Dedication to the Process Can Yield Success in Engaging the Majority...

...Eventually



Simon Sinek, author of *The Infinite Game*
on The Law of Diffusion of Innovation
https://youtu.be/-g_FK1qEIZQ?si=Ge-ryAVA3srl1Qxk

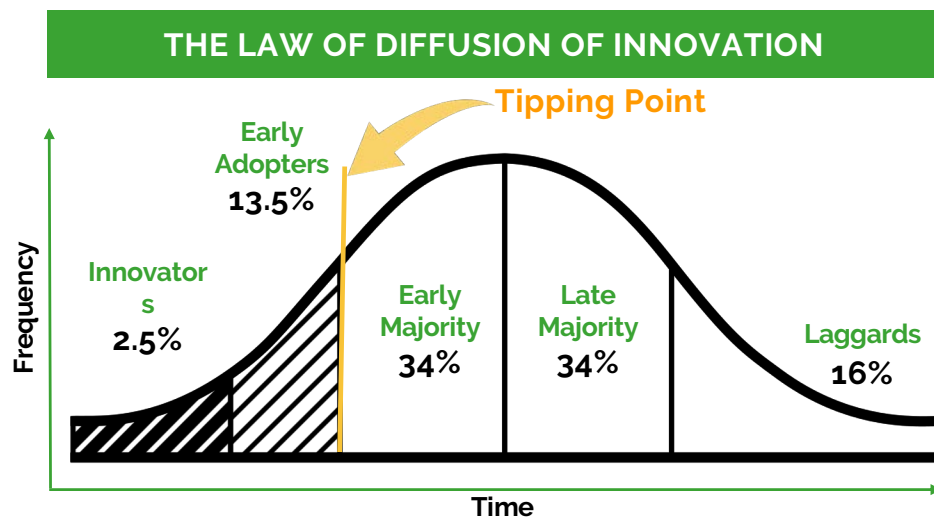
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Earning Trust Takes Time and Proof



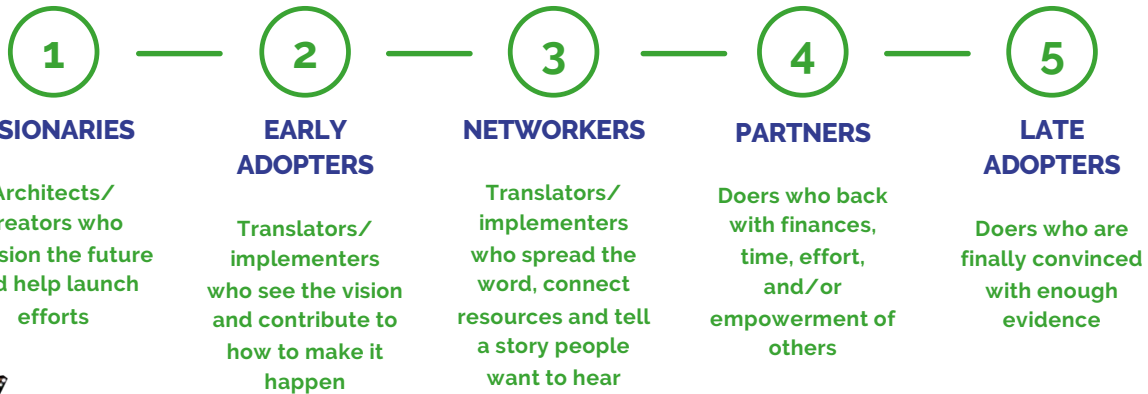
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Phases of Engagement

Different People May Get Involved at Any Time, Yet Most Follow a Multi-Phase Pattern Throughout Your Journey

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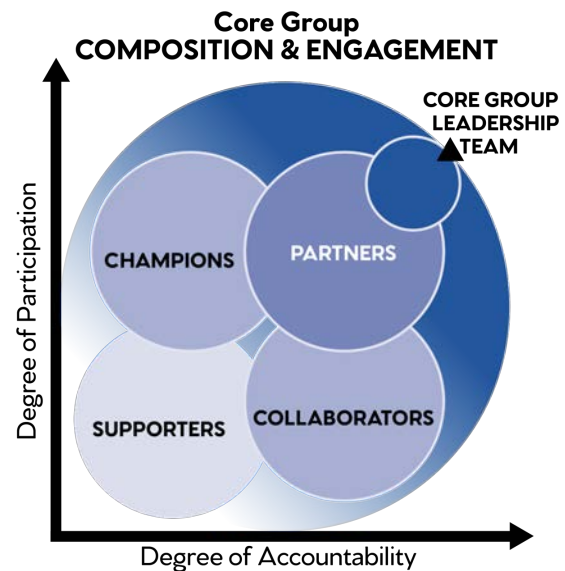
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Composition and Engagement

The Further You Travel Together on Your Journey, More Participation and Accountability Will Be Needed

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The 7 C's of CollaborACTION

1. **CLARIFY** purpose
2. **CONVENE** the right people
3. **CULTIVATE** trust and respectful inclusion
4. **COORDINATE** existing and new activities
5. **COLLABORATE** for systems (network) impact
6. **CELEBRATE** wins and appreciating the people responsible
7. **CONTINUE** to improve through next cycle of action

These are ongoing activities to ensure sustainability!



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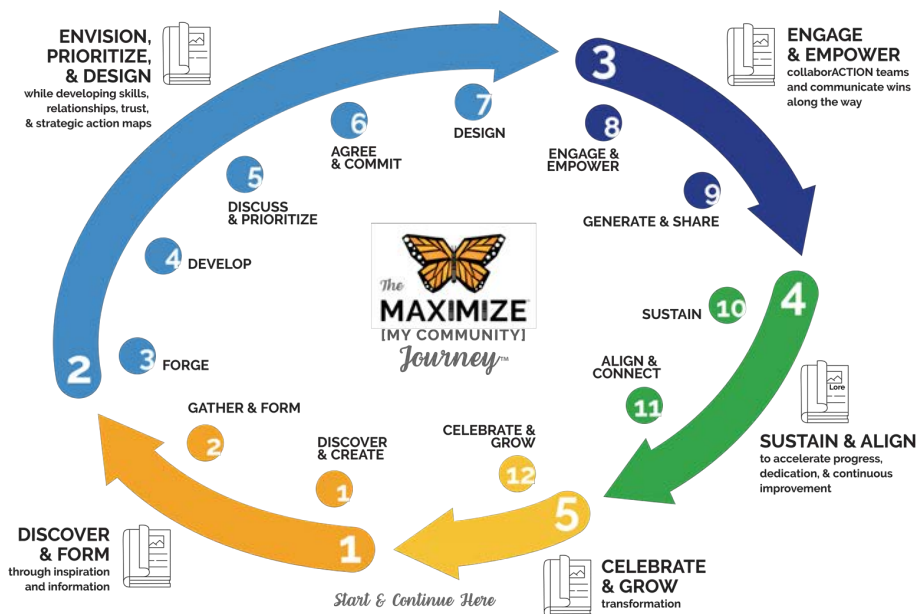
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The Journey

Trust is embedded throughout the process.



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DISCUSSION

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What are some examples of things you have trusted in enough to get personally invested?

Resources follow trust and a strong sense of belonging.

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Earning Trust Takes Time and Proof Through Action

**COMPETITION**

Everyone makes their own desserts and may or may not bring them to the table.

**COOPERATION**

Everyone agrees to make pie, divides the tasks, and divides the pieces.

**COLLABORATION**

Everyone agrees to create a new pie recipe together, make it, taste it, alter as necessary, and share it.

All three of these relate to teams and coexist in your groups. As people trust you more, they move towards collaboration.

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How to Create a Sense of Belonging

Three Mutually Reinforcing Traits

COMFORT

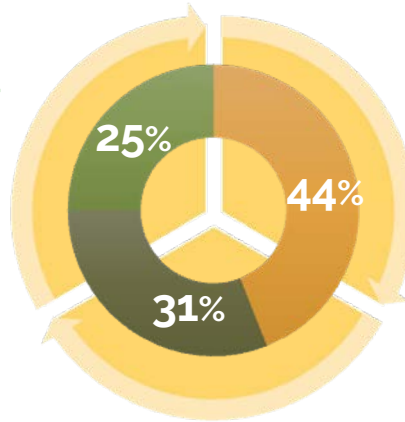
I am valued for my unique and authentic self.

CONNECTION

I am part of something larger than myself.

CONTRIBUTION

I add value by bringing my unique skills and strengths.

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Roots & Rounds, Inc., adapted from Deloitte Global Human Capital survey, Deloitte.com/Insights

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Investments Come in a Variety of Resources

What inputs do we need now vs. earlier for next steps and to sustain?

TIME**TALENT****TREASURE****MAXIMIZE**
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Time and Talent Come from People



- ◆ What do you need for your team?
- ◆ What are your team's strengths?
- ◆ Where are the gaps?
- ◆ Who can fill those gaps?

With whom could you partner to fill gaps?



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Treasure to Execute the Vision



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Opportunities for Funding

Financial Outputs of the Resource Development CollaborACTION Team

- Identify a local financial backbone supporter(s)
- Create a local endowment fund
- Local tax-based initiatives
- Seek out donations from individuals, businesses, and organizations
- Identify and apply for grants (private and public)
- Create public-private partnerships
- Launch and grow local economic development efforts
- Seek government funding (city, county, state, and federal)



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Telling an Accurate Story

- Brings unity around reality rather than individual perceptions
- Creates more relevant strategies and goals
- Casts a data-backed vision
- Identifies most urgent problems or opportunities
- Creates a compelling “why” for stakeholders
- Enables engaging the right people:
 - **Constituents**
 - **Financial supporters**
 - **Grant applications**
 - **Attract new people to effort**



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Meet Your Audience Where They Are

“Building communication flexibility allows you to relate to your audience and ensure you are heard.”

Roots & Rounds, Inc.



Remember that different people have different communication styles!

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Considering Diverse Perspectives

ROOTS & ROUNDS' 12 C'S OF COMMUNICATION

1	2	3	4	5	6	7	8	9	10	11	12
CHARACTER	CORRECT	CREATIVE/ CURIOUS	CLEAR	COURTEOUS/ CONSIDERATE	CONCISE	COMPREHENSIVE	COMPASSIONATE	COHERENT	CREDIBLE	COURAGEOUS	



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Maximize Monarch Town

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

What processes are
in place in Monarch
Town to help them
ensure the ongoing
resources they need
are secured?



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How We Know We're Moving Ahead on the Journey

- Evaluate **Performance Levels**
- Evaluate **Trend Lines**
 - Especially for items important to your Vision and Mission
- Establish **Comparison Data and/or Benchmarks** to make it understandable and meaningful to all who are participating in decision making.

Think about your results along the journey as a communication tool to support decision-making and the ongoing engagement of partners and volunteers!



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GLOSSARY

process NOUN

: linked activities that permit work to get done

: a series of actions or functions that bring about a program or service to produce a desired result

: creates repeatable steps to achieve a desired outcome over and over



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Why are Processes Important?

- Processes **create value for the work** of the Guiding Coalition.
- Processes **define how effective and efficient** the Guiding Coalition, and by extension the community, is at "getting stuff done."
- Create effective pathways** to get the right things done in the right way on the journey to the agreed upon shared vision.



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What Processes Do You Use?

- Your processes, together and consistently implemented, provide your Guiding Coalition with a **SYSTEM**.
- Repeatable processes provide:
 - **Clarity**
 - **Understanding**
 - **Education**
 - **Ownership**
 - **Accountability**
 - **Learning & Improvement**
 - **Integration**
 - **Sustainability**



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DISCUSSION

The Value of Documenting Your Processes

- What processes do you have documented?
- What processes would be helpful to document for ensuring the sustainability and continuity of your group's efforts?
- How do your processes reflect your group's values and culture?



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Culture Transformation



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How do you build a sustainable culture?

Culture is Built Through Interactions and Relationships

- Reminding people of shared values
- Keeping what's important in front of you and leaving the distractions
- Consistency
- Modeling what you want
- Accountability



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What is Accountability?

- Expression and agreement on the desired outcome
- Allowing freedom of execution within given parameters set in advance
- Communicating previous attempts and outcomes
- Supporting and coaching to make it happen
- Acknowledgment of a job well done



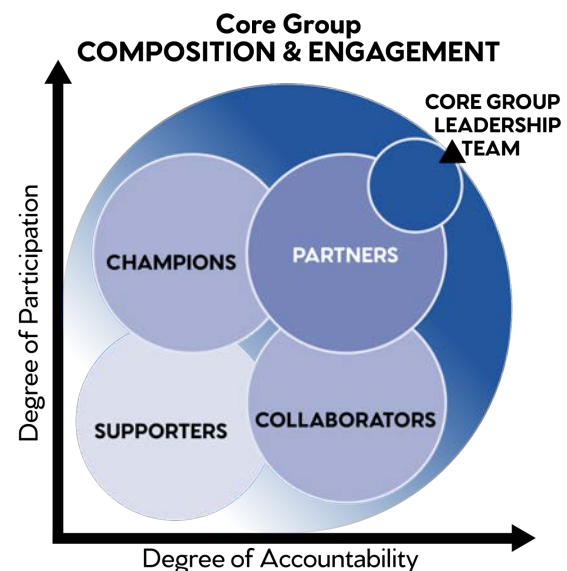
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Composition and Engagement

The Further You Travel
Together on Your Journey,
More Participation and
Accountability Will Be
Needed



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Culture is a Long Game

- Takes time, effort, and intentional action
- Reinforcement in what is seen, heard, and felt
- Positive reinforcement
- Modeling
- Connection
- Inspiration



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Sustaining Efforts

1. **Culture** is key - Staying true to shared values
2. **Planning** beyond the "right now" by thinking ahead while also taking action together
3. **Engaging** all generations, demographics, and perspectives
4. **Utilizing** talent by engaging passion and strengths
5. **Celebrating** wins along the way



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STEP

4

Your Community CollaborACTION Story

WE'RE FOCUSING
HERE IN THIS
PROGRAM



CHAPTER 1. LEADERSHIP
How does your Guiding Coalition help you get there?

CHAPTER 2. STRATEGY
How will you get there?

CHAPTER 3. RESIDENTS & OTHER STAKEHOLDERS
How do you listen to and engage many voices?

INTRODUCTION. COMMUNITY PROFILE
Who, what, when, and where is your community? What is important about it and why? What does it look, feel, sound, and taste like? If your efforts are a journey, where do the many voices want to go and why?

CHAPTER 6. OPERATIONS
How do you work together to get there?

CHAPTER 5. PEOPLE RESOURCES
How do you involve the people needed to get you there?

CHAPTER 4. MEASUREMENT, ANALYSIS, & KNOWLEDGE MANAGEMENT
How do you know you're making progress?

STORYLINE INTEGRATION OF VALUES AND ALL CHAPTERS
How do you align, integrate, and sustain collaborative success?

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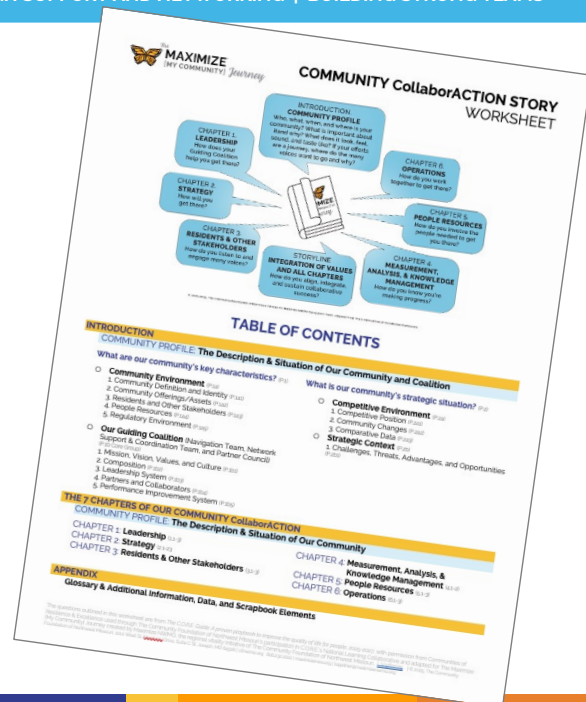
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Documenting Your Big Picture

Answers **WHAT** your Community Excellence Group's and Community's Realities and Big Dreams Are So You Can Make Better Decisions Together



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DISCUSSION

Gain and Grow

- How has this conversation today expanded and empowered your perspective on sustaining the work your group is doing?

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What's Next?

SESSION 11 - Online

Align and Connect to Continuously
Improve Performance and Short-,
Mid-, and Long-Term Outcomes

Wednesday, August 12, 2026

11:00 a.m. - 1:00 p.m.

Join Zoom Meeting

<https://us02web.zoom.us/j/87407749861?pwd=glu7G2BXsTwokyQJVqW1cTaAkwGOIJ.1>

Meeting ID: 874 0774 9861 | Passcode: BST2025-26

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REMEMBER:
NO SESSION
IN JULY!
Happy
Summer Vacation!

PREP WORK



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PREPARE FOR SESSION 11

CollaborACTION

- What resources do you need next on your Journey?

PREPARING FOR STEP 11

- Consider the vision, values, and strategic opportunities as essential elements for opening conversations that empower long-term success and transformation.
- Develop or use a communication system to communicate to external stakeholders, residents, and other groups to illustrate the progress and dedication of the strategy deployment. **NEWS: LET'S UPDATE YOUR WEBPAGE IN JULY!**

STEP
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What's Coming Soon?



SAVE THE DATE!
4th Annual
Maximize NWMO
Celebration SUMMIT

SEPTEMBER 23, 2026

REGISTER
NOW!

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Wednesday, September 23, 2026

inspireU, Downtown St. Joseph, MO

8:30 a.m. – 4:00 p.m.

CELEBRATING YOU!

We will be recognizing
the Vision, Regional
Navigator & Community
Navigator 2026
Awardees!

COME JOIN US
FOR LUNCH &
COLLABORATE!

Let's Learn & Celebrate Together!

8:30-10:00 a.m.	Pre-Summit Session 12 of the current 2025-2026 Building Strong Teams cohort.
10:30 - 11:20 a.m.	Keynote Speaker: Building a Vibrant Community, Quint Studer, national award-winning leader, author, & philanthropist
11:30 - 12:15 p.m.	Regional Roundtable Discussion
12:30 - 1:00 p.m.	Lunch
1:00-1:30 p.m.	Community Progress Presentation
1:30-2:00 p.m.	Awards Presentation
2:00-4:00 pm p.m.	1st session of Building Strong Teams • Invite to Anyone Who Wants to Stay for FREE as an Introduction

Featuring Guest Speaker



Quint Studer BSE, MSE
Co-Founder, Healthcare Plus Solutions Group
Best Selling Author, Philanthropist,
Building A Vibrant Community: How Citizen-Powered Change is Reshaping America

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Dreaming big and growing together!



together@maximizenwmo.org | www.maximizenwmo.org

Financial support for this program comes from partner contributions to
The Community Foundation of Northwest Missouri's Maximize NWMO Regional Vitality Initiative.

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OPEN ROOM

Community Breakouts to
Jumpstart Your Prep Work



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