



Meat the Future

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“Cultivating Young Leaders”

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I recently read a newsletter from Dr. Tim Elmore titled “Four Ideas to Cultivate Young Leaders.” Dr. Elmore is the president of Growing Leaders, which is a nonprofit organization that provides resources that help develop young leaders for school, universities, etc. across the globe. His recent newsletter article really stood out to me as one to share as we face a new year of 4-H and cultivating our future leaders!

Dr. Elmore discusses his successes in nurturing young people into leadership, which includes helping them see themselves as leaders.

Elmore states, “Once [a young leader] realizes that leadership is less about a position and more about a disposition, the light bulb goes on.”

He goes on to discuss the essential ingredients needed to make a recipe work, referencing the process of baking a chocolate cake. After all, every recipe we find ourselves concocting in our homes have fundamental ingredients that create the full experience – right? Dr. Elmore shares that the recipe to cultivating young leaders contains four elements, and he calls this process “The Big IDEA”. Below are the four elements:

I – Instruction

“Leaders must provide verbal insights and explanations through discussion. This furnishes teams with insights into both the ‘why’ as well as the ‘what’. This interaction can happen in classrooms or anywhere with a goal of guiding their discovery process. People need conversations.” says Elmore.

D – Demonstration

Leaders must build confidence and vision in students by modeling the behavior or concept to be learned. People need observation.

E – Experience

“Leaders must turn teens loose to practice the insight on their own, to apply the knowledge. This builds skills and abilities. I believe learning isn’t complete until they have executed tasks for themselves. This process ensures that theory becomes practice.” Elmore says.

A – Assessment

Taking time to evaluate and debrief on objectives and learned outcomes is a must! This not only provides perspective, but also a clear picture of the successes and failure of their practice.

Information in this article has been adapted from Dr. Tim Elmore, founder of Growing Leaders.

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