

MINUTES
Departmental Meeting
Monday, November 17th
Meeting – 8:15 to 10:00
129 AGLS

1. 8:15 – 8:30 Welcome/Announcements/Bus Recognition Elliot

Preliminary Planning – Holiday Activities Staff

Staff presented plans for holiday activities which will include:

- Door decorating
- Movie/sandwiches
- You've been socked
- Assisting The Bridge with children's gifts

The following need to bring their bus/van/trucker/wrecker:

- Patil to Aguilar
- Wenzel/Ho/Peer Advisors to Stavinoha
- Elliot to Hanagriff
- Salazar to Dunsford
- Ripley to Cummings
- Krajca/Phillips to Weber/Payne
- McKibben to Edney

From Elliot's Notes (Attachment A)

Congratulations to Jamie on graduating from the TAMU Leadership Institute Workshop.

Thanks to Aggie Reps and Advisors for a great ALEC Week. Dr. Harlin reported that over 300 students from 20 chapters participated.

AGCJ Assistant Professor search committee reported that applications will be accepted until December 1. They hope to have candidates on campus late January or early February.

Dr. Moore reported that the search for an ALEC Assistant Lecturer is progressing. Two candidates will be reviewed at a distance in a classroom setting next Monday. It is hoped someone can be on board this Spring.

The job description for the IT position has been posted. The ALLEC IT Committee will serve as the search committee. Job description has been rewritten.

Ambrya Baldwin has resigned effective the middle of January. We hope to have a replacement in place before that so that there can be some overlap for training purposes.

See 2.e and 2.f for information on international travel and meal allowances.

Dr. Elliot discussed the upcoming 2014 APR's. Strict attention should be paid to deadlines. Input into AIMS database must be completed by January 9. Edits must be completed before January 16. Individual APRs will be scheduled starting February 4.

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|----|-------------|--|---------------------|
| 2. | 8:30 – 8:35 | Undergraduate Report
See Attachment B | Rutherford |
| 3. | 8:35 – 8:40 | Graduate Report
See Attachment C | Murphy |
| 4. | 8:40 – 8:45 | Extension Report
See Attachment D | Cummings/Dromgoole |
| 5. | 8:45 – 8:50 | AGSS
James Sledd reported that this had been a very successful semester for AGSS. There has been an increase in membership. Three scholarships were awarded. A professional development lunch was held. A second lunch will be held on the 20 th from Noon to 1:00 p.m. in 200 AGLS. Guest speaker will be John Fullerton with Library Services. Bring your own lunch. | Sledd |
| 6. | 8:50 – 9:00 | Social Media/Web Updates
See Attachment E from Hannah Miller.
A replacement chair will need to be selected with the resignation of Bill Cochran. | Redwine/Miller |
| 7. | 9:00 – 9:05 | ALEC IT Guidance Committee Update
With the resignation of Bill Cochran, the committee has reviewed the position, made necessary updates and posted the vacancy through TAMU Jobs. | Murphy/Cummings |
| 8. | 9:05 – 9:15 | Alumni Relations/Development Initiatives/
Grand Vision Update
Refer to 4.a-o on Elliot's Report (Attachment A) to see development visits that have been made recently. Two new board members have been selected – Dennis Engelke and Nathan Boardman. Two positions remain open.

Recent visits with the Hendrick and Lastovica families have been very successful.

An end of year card will be sent. No fund raising requests. | Baldwin/Elliot |
| 9. | 9:15 – 9:35 | Strategic Plan/SWOT/Expectations and Aspirations | Microburst Leaders* |

These reports will be approved and voted on in December.

*SP Research and Graduate Report – Murphy/McKim

*SP Teaching - Rutherford

*SP Scholarship/Engagement – Hanagriff

*SWOT Engagement/Service – Baldwin

*SP Extension – Coppernoll

*SWOT Extension – Dromgoole

*SWOT Diversity – Pina

Discussed and approved.

*SWOT Research – Rayfield

*SWOT Teaching – Moore

*Expectations and Aspirations – Briers

10. 9:40 – 9:50 Strengths Odom/Norgaard
See Attachment F.

Travel Request Form Deadlines

Domestic (30 days prior to trip): e.g., travel January 1, 2015 due by December 1, 2014
International (60 days prior to trip): e.g., travel February 1, 2015 due by December 1, 2014

Upcoming Events

November 19, ACTER, Nashville, TN
November 27-28, Thanksgiving Holidays
December 4, 3 to 5, COALS Holiday Reception, The AgriLife Center
December 15-17, DAAD Seminar
December 18, 11:30 a.m., Movie and Lunch, 115 AGLS
December 24-January 2 – Winter Break
January 5-9, AgriLife Conference
January 19, 2015 – Martin Luther King Day
March 18-20, 2015 – Spring Break

Upcoming Departmental Meetings

Thursday, December 4th at 8:15 a.m.*

2015 dates: January 28, February 25, March 25, April 22, May 27. All meetings at 2:00 in 129 AGLS

ALEC Departmental Meeting
November 17, 2014

1. Congratulations, Thank You, and Welcome
 - a. **Jamie Norgaard** graduated from the Texas A&M HR/EOD Leadership Institute workshop on November 13.
 - b. A giant thank you to **Tobin Redwine, Lockie Breeding,** and the **Aggie Reps** for ALEC Week.
 - c. **Dr. Theresa Murphrey** is on the front page of Morning AgClips <http://www.morningagclips.com/> for the article titled *Meeting the Learning Needs of Students Through Technology* posted by Angel Futrell on the college website.
 - d. **Callie Henly (AGCJ Soph)** and **Andy Vestal** received the 2014 EDEN Annual Meeting "Practical, Practical Practical Presentation Award for "Ag Disasters: A Purpose and a Call for County Extension Agent Agricultural Strike Teams." Abstract and proceedings, National Extension Disaster Education Network Annual Meeting, Florence, AL, accessed Nov. 12, 2014 at <http://eden.lsu.edu/Conferences/EDENAM/2014/Pages/2014%20Annual%20MeetingAgenda.aspx>
 - e. **FAST** for a successful AggieFest on October 25.
 - f. **Dr. Jennifer Williams** (ALEC) and Dr. David Scott (RPTS) agreed to serve on this year's PESCA review panel.
 - g. **ALEC Faculty, Staff, & Student** National FFA involvement this year included: Ag Issues CDE, Ag Sales CDE, Vet Sci CDE, Extemp Speaking, Prepared Speaking, Dairy Judging, Nursery/Landscape , Scoring all of the CDE events (with Clay and Russell Ewell), Livestock CDE, Food Science CDE, Ag Comm CDE, National Chapter Judging, National Proficiency Judging – Sheep, IMS/ALEC booth, ALEC/Lincoln Welding booth, and College booth.
 - h. **AGSC undergraduates, graduate students,** and **faculty** participated in the District One, Area Three Contest on November 10th at Franklin High School. Most judges and coordinators were representatives of the ALEC department. It was a very successful event, our representatives not only judged and coordinated, but also contributed with tabulation and results. Coordinators were **Dr. John Rayfield** and **Vanessa Rutherford**.
 - i. **Michelle Payne** and **Katy Weber** were promoted to Extension Program Specialist I.
2. Announcements
 - a. AGCJ Assistant Professor Application deadline is December 1.
 - b. ALED Assistant Lecturer finalists have been identified.
 - c. IT position is posted – ALEC IT Guidance Committee is the search committee.
 - d. Program Coordinator, ALEC Alumni Relations position will be open this week.
 - e. The FMO Travel Office has advised that whenever anyone is going to be traveling internationally, it is the traveler's responsibility to notify the Financial Management Travel Office. This is necessary so that the Travel Office can contact the card company for you to turn on certain privileges that are needed for international purchasing specific to your destination. If you are going to be traveling outside of the United States, you can simply send an email to travel@tamu.edu. In the email advising FMO Travel of the intent to travel abroad, provide them with the last 4 numbers of the card, dates of travel and destination. Be sure to request a confirmation for your records.
 - f. **Jamie Norgaard's** important reminder about meal allowance while traveling on business: As of 9/1/2014 we have a more restrictive policy than our previous local funds policy regarding **meal allowance**. The new policy reimburses actuals up to the GSA rate without receipts, but receipts or substantiation are required if the daily meal expenses exceed the GSA rate. The State Department's rates are used for foreign travel. Substantiation can be either the receipt or if the travel card was used, this provides the required substantiation.
 - g. The 2014 ALEC Namibia Study Abroad program will be hosting an exhibition of student photojournalism projects in the AgriLife Center on Friday, November 21st from 11:00 am to 2:00 pm. The event is open to the public. Please encourage faculty, staff and students to swing by and see our students' amazing skills and crafts.
3. 2014 APR: Before the end of the semester, I am asking all faculty to schedule a 5 minute appointment with Tanya to verify your grant and funding balances. In addition, please log into the Merit site during November or December to ensure that you have access to your data.
 - a. Due to our administration moving their review of our department to January (they started this in 2013), **your input into our AIMS data base must be completed by January 9** and **any edits must be made by January 16** (our Department report is due January 20). Elke, Clarice, and Tanya are up-to-date with their input (although there will be additional information that they enter between now and January 9). Santosh has the site available. Please address any questions to me. As has been our operational procedures the past two years, merit decisions (if there is merit this year) will be made once the edits are done on January 16. Therefore, please ensure that your entries are reflective of your 2014 efforts.
 - b. Faculty APR meetings will be scheduled starting February 4.

4. Elliot's Development Visits:
 - a. **October 21** - Sammy Catalena, Brazos Co. Commissioner, Precinct 2 – potential Development Board member
 - b. **October 22** - Johnny Montalbano, Montalbano Lumber, Houston – connection, interests in ag mech
 - c. **October 23** - Brian Gilbert, President/CEO SW Fed. Credit Union, Houston – connection, interests in ag ed
 Marie Dreiss Wilcox retired, Houston – connection, interests in ag mech
 Michael Chodrow, Enoteca Rossa Restaurant, Houston – connection, offered his restaurants as venue for future fundraising functions
 Leroy Shafer Retirement Reception – meet Tommy Engelke (brother of Dennis), Exec. VP TX Ag. Coop. Council.
 - d. **October 27** - Dennis Engelke, retired, Beaumont (grant writing workshops) – new member of Development Board
 - e. **November 4** - Nathan Boardman, Boardman Enterprises, Lubbock – new member of Development Board
 - f. **November 6** - Steven and Sandra Lastovica, Lastovica Cattle Co. – list of contacts for Grand Vision
 - g. **November 7** - Warren Ribbon Cutting – donor acknowledgement for Ty (Development Bd) & Ebony Warren
 - h. **November 10** - San Antonio A&M Club Foundation Meeting, San Antonio – network for Grand Vision/ALEC initiatives: Host Dean Williams – he is endowing a scholarship for AGECA/ALEC.
 - i. **November 11** - Randy Valcavik, Sr. VP Sales, HEB, San Antonio – connection for Grand Vision
 - j. **November 12** - Bud Box, San Antonio – connection for Grand Vision
 - k. **November 18** - Boyd Grimshaw, San Antonio – connection for Grand Vision (visit by Torii)
 - l. **November 18** - Lunch with Dr. Pfannstiel – donor acknowledgement
 - m. **December** – fine tune floor plans.
 - n. **January ??** - Jennifer Hazelton, HLSR – potential for STEM Works support
 - o. **January 26-30** – South Texas.
5. Publications/Presentations
 - a. Burbank, M., **Odom, S. F.**, & Sandlin, M. R. (accepted). A content analysis of undergraduate students' perceived reasons for changes in personal leadership behaviors. Journal of Leadership Education.
 - b. **Kevin Andrews** will present "Don't be LinkedOut: Networking That Works Takes Work" at the National Association of Program and Staff Development Specialists 2014 Annual Conference in December in San Antonio, Texas, as well as at the Joint Council of Extension Professionals 2015 Leadership Conference in February in Las Vegas, Nevada. His presentation was selected as one of the top three abstracts submitted to JCEP this year and he received a waived registration fee.
 - c. Poster proposal, "A Content Analysis Using Google News Alerts about Incidents of Snakebite in Tropical Countries" Authors: **David Walther** and **Dr. Summer Odom**, has been accepted for presentation at the 2015 AIAEE Conference in Wageningen, The Netherlands.
 - d. **Leggette, H.**, Jarvis, H., & **Walther, D.** (Accepted). Developing writing identity in an advanced agricultural communications media writing course. Paper presentation at Southern Association of Agricultural Scientist, Agricultural Communications.
 - e. **Leggette, H. R.** (Accepted). Faculty define the role of writing in the social sciences of agriculture. NACTA Journal.
 - f. **Miller, H.**, **Leggette, H.**, & **Rutherford, T.** (Accepted). Engaging an agricultural audience on Facebook. Poster presentation at Southern Association of Agricultural Scientists, Agricultural Communications.
 - g. **Homeyer, M.**, & **Leggette, H.** (Accepted). Investigating the effectiveness of instructor feedback in media writing courses. Poster presentation at Southern Association of Agricultural Scientists, Agricultural Communications.
6. Grant Management 101(should provide 3 out of 4 of these to the Department – meaning faculty become managers or facilitators of the grants).
 - a. Salary Savings (100% to Department [50% - Department] and PIs [50%] – restricted discretionary)
 - b. **Indirect** (Indirect (40% to be split 60/40 between Department and PIs - discretionary)
 - c. Personnel (project director, support staff, GTAs, etc.)
 - d. Operations (e.g., travel, supplies, copying, printing, etc.)
 - e. Funded:
 - i. Educational Excellence for Agriculture, Food and Natural Resources project was funded at \$320,000. Co-PIs – **J. Elliot & K. Edney**; Investigators – **J. Rayfield, L. Moore, R. Hanagriff, J. Harlin**
 - i. Dutch treat lunch with Dr. E. – Contact Debbie King to schedule and leave a contact number (for rescheduling): November 26; December 3, 5, 19, 22

Undergraduate Program Report November 2014

1. Teaching
 - a. 380 or 489 courses (May only be taught 2x)
 - i. Complete request form and syllabus due to department curriculum committee two weeks before meeting
 - ii. Syllabus will be shared with appropriate department faculty for review
 - iii. After approved, time and room schedule facilitated by Sarah Ho
 - iv. Application-based courses (ALED 380, ALED 401, ALED 223, AGCJ 491), provide list of students to Sarah Ho, Reid Stavinoha, or Tobin Redwine. They will input course overrides so students may register during open registration (December 3) to complete their schedule.
 - b. 485/491/494
 - i. Students must complete the appropriate form and return it to Charlene with the necessary signatures
 - ii. Students will be enrolled after December 3, open registration
 - c. New courses
 - i. Appropriate paperwork must be submitted to department curriculum committee
 - d. Resources
 - i. <http://curricularservices.tamu.edu/course-and-curriculum-resource-guide/>
 - ii. <http://curricularservices.tamu.edu/forms/>
 - iii. http://registrar.tamu.edu/forms/spec_tpc.pdf
 - e. Important upcoming dates
 - i. December 8 – Redefined day, Friday classes
 - ii. December 9 – Last day of fall classes, attend Thursday classes
 - iii. December 12-17, Final exams
 - iv. December 18 – Graduating senior grades due
 - v. December 22 – All grades due by noon
 - vi. January 20 – first day of Spring 2015 classes
2. Advising
 - a. Registration began November 13
 - b. Open Registration begins December 3-December 18
 - c. Open registration January 2-January 26
3. Enrollment – 1,227
 - a. AGCJ – 289 majors, 15 minors
 - b. AGSC - 167 majors
 - c. ALED - 541 majors
 - d. USAL – 228 majors
 - e. IDAG – 5 minors
 - f. LDAG – 31 minors

Graduate Program
Associate Head Report – November 17, 2014

1. Important Information - Dates & Deadlines
 - a. Spring 2015 course schedules are available in Howdy. Dr. Murphy is currently in review of STAFF listed courses to determine faculty load.
 - b. Pre-registration for Spring 2015 opened November 13.
 - c. The Graduate Faculty/October Admission meeting was October 15. Faculty reviewed applicant materials and final admission decisions have been determined. Letters have been mailed out to the applicants. The next Graduate Faculty meeting is scheduled for November 19, 9:30 am, AGLS 129.
 - d. Last day to Q-drop – November 21, 5:00 pm
 - e. Final grades for degree candidates due December 18, 6:00 pm
 - f. ALEC Fall Graduation – December 19 – 9:00 am
 - g. Final grades for all students due December 22, noon.

2. D@D Information
 - a. Cohort 5 and 6 will be coming to the December Seminar, December 15-17, 2014. Dr. Murphrey and Clarice have been meeting often to finalize the logistics for the meetings. A copy of the agenda will be going out this week.
 - b. Clarice attending the FFA National Convention in Louisville, KY, October 28-31 to recruit for D@D. The trip was worthwhile. She collected information from several interested in applying to the next cohort.

4. Graduate Curriculum Committee meetings
 - a. Chair, Gary Briers
 - b. Purpose: Review all new course requests, Special Topics requests (689), and other proposed curriculum items
 - c. Meets on an as needed basis

5. Graduate Curriculum Sub-Committee established October 2013
 - a. Chair, Billy McKim
 - b. Purpose: Evaluate/review the ALEC graduate research sequence and current advising documents for each program
 - c. The committee met November 12 and discussed a plan to move forward.
 - d. The committee will continue to meet and will report findings back to the Graduate Faculty for approval when a specific plan of action is determined.

ALEC Extension Programs Status Report

November 2014

Important Activities and Dates

- November 17-20, 2014 – Tax Assessors and Collectors School (VG Young)
- December 8-11, 2014 – National Association of Extension Program and Staff Development Professionals Annual Conference (OD)

Notable Initiatives

- Redevelopment of TExAS (Extension accountability system)
- Development of TexasInfo Visualization and Report System
- Development of TexasResources (online educational resource catalog and inventory system)
- Release of National Extension and Research Data and Impact System
- Development of public portal for National Extension and Research Impact System
- Implementation of the Texas A&M AgriLife Extension Service ExtensionU employee development effort
- Variable planning process for county programs
- County Improvement Program – creation of joint fellowship program for county government. Initial Fellowship awarded.
- Made County visits with Bob Mc Can in Victoria County and James Selman in Gonzales County related to the 20 by 20 Initiative.
- Made visits in District 1 (Texas Panhandle) to develop plan for expansion of Roscoe Project.

	January	February	March	April	May	June	July	August	September	October	November	December	Year-to-date
ALEC Department 2014													
Facebook													
Fans	1,006	1,034	1,046	1,058	1,075	1,093	1,128	1,134	1,235				9809
Clicks	107	1,057	458	906	278	264	157	147	1,015				4389
Likes	63	185	157	197	292	68	120	215	826				2123
Comments	4	11	9	19	16	5	2	11	43				120
Shares	6	6	12	6	7	1	4	22	279				343
Reach	3,537	9,881	5,254	5,974	6,685	2,608	4,122	4,819	21,743				64623
Impressions	17,018	24,255	13,668	15,669	9,999	9,853	12,231	11,029	47,967				161689
Twitter													
Followers	5	31	43	53	58	70	86	92	136				574
hashtag clicks	0	0	0	0	0	0	0	0	0				0
url Clicks	0	0	0	0	0	0	0	0	0				0
Favorites	2	3	13	18	5	5	2	10	29				87
Replies	0	1	1	0	0	1	0	0	2				5
Retweets	2	3	10	6	4	2	3	1	24				55
Impressions									279				279
Instagram													
Followers					2	2	3	9	11				27
Comments					3	0	0	1	9				13
Likes					8	0	0	9	89				106
YouTube													
Subscribers	7	7	8	8	8	8	9	9	10				74
Views (monthly)	33	58	42	20	16	207	48	80	102				606
Minutes watched (monthly)	78	106	66	36	27	207	63	94	244				921
Engagement	0	0	0	0	0	2	0	0	0				2
MONTHLY TOTALS													
Community	1,018	1,072	1,097	1,119	1,143	1,173	1,226	1,244	1,392	0	0	0	0
Interactions	215	1,321	692	1,166	625	551	333	495	2,394	0	0	0	7,792
Impressions	17,018	24,255	13,668	15,669	9,999	9,853	12,231	11,029	48,246	0	0	0	161,968

ALEC Department Strengths- Fall 2014

Last Name	First Name	#1 Strength	#2 Strength	#3 Strength	#4 Strength	#5 Strength
Aguilar	Elke	Harmony	Connectedness	Relator	Intellection	Adaptability
Andrews	Kevin	Strategic	Learner	Maximizer	Command	Futuristic
Archer	Holli	Woo	Relator	Activator	Achiever	Significance
Baldwin	Ambrya	Ideation	Strategic	Futuristic	Intellection	Empathy
Boggus	Charlene	Consistency	Belief	Empathy	Discipline	Developer
Boyd	Barry	Responsibility	Maximizer	Harmony	Input	Learner
Briers	Gary	Maximizer	Woo	Positivity	Learner	Arranger
Burbank	Michael	Relator	Individualization	POsitivity	Activator	Responsibility
Chilek	Jennifer	Adaptability	Maximizer	Positivity	Developer	Ideation
Coppernoll	Susannah	Learner	Deliberative	Relator	Connectedness	Harmony
Costello	Lori	Communication	Strategic	Relator	WOO	Achiever
Cummings	Scott	Individualization	Arranger	Adaptability	Harmony	Developer
Dooley	Kim	Strategic	Maximizer	Ideation	Woo	Communication
Dunsford	Deb	Includer	Woo	Positivity	Communication	Developer
Edney	Kirk	Input	Developer	Intellectual	Empathy	Arranger
Elbert	Chanda	Deliberative	Command	Harmony	Restorative	
Elliot	Jack	Strategic	Arranger	Achiever	Activator	Self-Assurance
Fulton	Clarice	Achiever	Learner	Includer	Restorative	Individualization
Gunnels	Tanya	Includer	Achiever	Positivity	Relator	Focus
Hanagriff	Roger					
Hancock	J.P.	Achiever	Intellection	Learner	Maximizer	Deliberative
Harlin	Julie	Input	Arranger	Responsibility	Connectedness	Intellection
Hill	Jackie	Futuristic	Discipline	Belief	Developer	Responsibility
Ho	Sarah	Relator	Learner	Achiever	Responsibility	Discipline
King	Debbie	Connectedness	Futuristic	Arranger	Input	Learner
Krajca	Curtis					
Kubecka	Jana	Discipline	Harmony	Achiever	Consistency	Context
Lindner	Jimmy	Achiever	Maximizer	Competition	Harmony	Adaptability
Mazurkiewicz	Jim	Context	Connectedness	Achiever	Maximizer	Developer
McClure	Megan	Communication	Maximizer	Woo	Positivity	Activator
McKee	Valerie	Competition	Ideation	Futuristic	Individualistic	Strategic
McKibben	Jason	Ideation	WOO	Connectedness	Adaptability	Strategic
McKim	Billy	Ideation	Learner	Activator	Command	Individualization
Moore	Lori	Learner	Achiever	Consistency	Intellection	Input
Murphrey	Theresa	Learner	Input	Harmony	Maximizer	Responsibility
Murphy	Tim	Analytical	Focus	Relator	Learner	Achiever
Norgaard	Jamie	Maximizer	Arranger	Individualization	Harmony	Responsibility
Odom	Summer	Responsibility	Harmony	Individualization	Discipline	Deliberative
Patil	Vidya					
Payne	Michelle					
Payne	Tom					
Perdue	Emily	Connectedness	Responsibility	Developer	Belief	Adaptability
Piña	Manuel					
Pope	Paul	Deliberative	Developer	Restorative	Individualization	Harmony
Rayfield	John	Harmony	Relator	Learner	Analytical	Belief
Redwine	Tobin	Strategic	Communication	Learner	Positivity	Ideation
Ripley	Jeff	Competition	Belief	Focus	Arranger	Command
Rutherford	Tracy	Maximizer	Ideation	Positivity	Activator	Strategic
Rutherford	Vanessa	Context	WOO	Communication	Achiever	Belief

Shinn	Glen	Connectedness	Futuristic	Arranger	Input	Learner
Sledd	James	WOO	Communication	Activator	Futuristic	Positivity
Specht	Annie	Maximizer	Context	Competition	Futuristic	Communication
Stavinoha	Reid	Restorative	Belief	Responsibility	Individualization	Context
Strong	Robert	Achiever	Competition	Maximizer	Learner	Significance
Stroud	Kenny	Harmony	Consistency	Deliberative	Restorative	Adaptability
Thomas	Chirs	Strategic	Learner	Context	Intellection	Analytical
Vestal	Andy	Ideation	Learner	Belief	Maximizer	Self-Assurance
Weber	Katy	Harmony	Responsibility	Adaptability	Arranger	Context
Williams	Jennifer	Communication	Woo	Learner	Input	Positivity
Wingenbach	Gary	Learner	Belief	Connectedness	Achiever	Deliberative
Zwilling	Clay	Self-Assurance	Command	Activator	Relator	Significance

Making an Impact with Your Strengths: The Case of Brad Anderson



Brad Anderson, CEO of Best Buy

Context

Ideation

Input

Learner

Connectedness

- http://content.time.com/time/video/player/0,32068,1610662371_1815809,00.html

- “I find it amazing that I can be fifty-eight years old and seem to know less every day. No matter how much you learn it just continues to open up more substantial questions and relationships.”
- As one Best Buy employee described, Anderson can walk into a store and make each employee feel like “*the* most important contributor because he asks each person what *they’re* doing, what’s getting *them* excited, and what *they’re* seeing in the store.”