



SHOW-ME CHAPTER

PRESIDENT'S CORNER

By Steve Wilson

When companies think of employee development, they often search for training programs, educational seminars, coaching or the latest book that might offer ideas on what employees can do to sharpen skills or strengthen expertise. However, none of these programs will be effective if the organization lacks one critical success factor: individual motivation. An individual has to want to develop himself before any employee training and development program can be successful.



Some say they're "too busy." Some say they're "already developed." Some blame the boss. Some like burying their heads in the sand, afraid of what they might learn about themselves.

What can you do to help our Society achieve best performance? Here are some tips to help motivate the seemingly unmotivated

1. Target the highly motivated and strong performers.

All organizations have individuals who are highly motivated. They stand out more easily. They typically like challenges and welcome growth opportunities for themselves. Engage them in activities to help them get even better. The improved performance of the highly motivated will help raise the bar for your entire organization. Those who are less motivated will have to step up the pace.

2. Focus on the future.

Rather than concentrate on performance areas that aren't working for an individual, talk about possibilities for the future. It's easier to become energized about new possibilities than dwelling on weaknesses. Determine the positive outcome that will occur if (continued on page 4)

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MARCH 2014

To contribute articles to the Show-Me chapter newsletter, please contact Sarah Szachnieski at seszachnieski@gmail.com

Scholarship Recipient—Thank you!

Dear Missouri Soil and Water Conservation Society:

I am Kara Powelson, the daughter of Jeff and Melissa Powelson of Rosendale, Missouri. I am a senior at North Andrew High School in rural northwest Missouri. I am involved in multiple extracurricular activities at school and in the community. I love spending time in the outdoors hunting and kayaking and planting in my gardens. I will be attending Missouri State University in Springfield, MO starting the fall of 2015. I will be working toward my education in the Agriculture department for Horticulture and Landscape Design. While attending Missouri State, I will be participating as a collegiate lady bear softball player. This scholarship will help with paying for my tuition expenses.

Thank you for giving me the opportunity and financial assistance to pursue my college education

Sincerely ,

Kara Powelson

Kara Powelson of Rosendale, MO, Class of 2015

2015 Annual Conference



70th SWCS International Annual Conference
 Sheraton Four Seasons Hotel
 Greensboro, NC
 July 26-29, 2015

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**Follow developing conference details
 with the conference hashtag #swcsac.**

DeDe Vest Named Professional Conservationist of the Year By Charlie Rahm, NRCS Public Affairs Specialist

DeDe Vest, area resource conservationist with the USDA's Natural Resources Conservation Service, was presented the Professional Conservationist of the Year award by the Show-Me Chapter of the Soil and Water Conservation Society. Show-Me Chapter Councilperson Diana Sheridan presented the award to Vest on February 5 during the Missouri Natural Resources Conference at the Lake of the Ozarks.

Vest, who works out of NRCS' office in Springfield, has worked with NRCS since beginning as a volunteer in the mid-1980s. In her various roles throughout the years she has served to protect and enhance the soil, water, air, plant and animal resources of Missouri both in urban and rural settings.

The award recognizes Vest for leading the development of numerous grass roots programs to educate and assist citizens in protecting water quality. It also recognizes her as a leader in natural resource outreach and education to high school students through her involvement with the Missouri Envirothon, and for her role in expanding opportunities for women in the field of natural resources conservation.

"DeDe embodies what the Show-Me Chapter of the Soil and Water Conservation Society envisions when we seek to recognize a Professional Conservationist of the Year," Show-Me Chapter President Kim Worth said.



Membership Report

By Scott Jacob

The Missouri Show Me Chapter of SWCS currently has a membership of approximately 140 people. As many of you know the membership level just a decade ago was around 200 people. We have been losing members some would point to the economy as well as the retirement of many of our professional members. Unfortunately many of those positions have not been filled. As members of our society it is important that all of us actively encourage new co workers to consider joining SWCS and invite them to join us for a conference or a fall forum to give them the opportunity to learn what the society and the Show me Chapter has to offer them as a professional society!



Presidents Corner Continued from Page 1...

a change/improvement is made. For example, you might say, "We can reach more buyers if you can speak more frequently to groups. What can you do to hone your presentation skills to help secure more business?" Help employees keep their eye on the goal, not their ego.

3. Open dialogue about desire.

Discussions about development should be positive and ongoing -- not limited to annual performance reviews. Let the individual lead. Rather than saying, "Here are areas you need to develop," ask "What would help you build on your strengths or increase your effectiveness?" When a particular approach has been identified, ask for commitment to follow-through. Create a culture where ongoing development is expected, encouraged and rewarded at all levels.

In the end, it's all about achieving what both the employees and what the organization wants. Be clear about what's most important to both.

Employee development and training is not something to be checked off on a checklist. The strongest organizations make employee development an integral part of their culture and strategies for success. They constantly seek new and innovate ways to engage their people in development opportunities to achieve best results.

Just some food for thought from the President. Excerpt taken from: Job Dig Article by **Gayle Lantz**

Scholarship Fund Raising Results

Michael Morris, Fund Raising Chairperson

Another Missouri Natural Resources Conference (MNRC) has past and I can report on the success of this year's fund raising efforts for the Chapter Scholarship Fund. As always I am extremely thankful for the individuals and businesses that contributed items and cash as well as everyone who participated by buying/selling raffle tickets and/or bidding on items in the silent auction. The Show Me Chapter depends almost exclusively on this effort to support the scholarships awarded each year so the success of this venture is critical. This year I can report with a relieved sigh that we did well.

As you know from my letters and newsletter articles, fund raising over the past 6 years has been more and more challenging. Everyone has bills and money is tight both for our members as well as business that in the past have provided material support. I once had a goal of one day raising \$3,000.00 per year and though we came close one year (approximately \$2,700) we never was able to hit that mark. Sadly we started struggling to reach \$2,000.00 and the scholarship amounts had to be cut back. The reason for this was a down turn in businesses supporting our efforts and a sharp decrease in the MNRC attendance especially among SWCS members. This caused me apprehension going into this MNRC but somehow we prevailed.

I'm pleased to report that total revenues from our silent auction and raffle will exceed \$2,100.00. While this is considerably short of my personal goal as well as our historic high I consider it a great success. While setting up the SWCS Booth I felt we would be lucky to exceed \$1,500, I dared not even dream of exceeding \$2,000!!

What happened to make it work this year? It certainly was not ticket sales from those not planning to attend. While sending tickets to every member I received back only about 15 responses prior to the MNRC. Of these I can tell you they support this cause EVERY year. I also know that almost all of them have NEVER WON NOTHING but they continue to participate because they believe in the cause. Thank you!

The difference this year began to happen after Tom Hagedorn and I started setting up the booth. Tom helps me every year and not only does he usually have to attend on his own dime but now that he is retired he is also on his own time! Most of our retiring members drop their membership, not Tom. As we set up, in addition to the items I had to put in the silent auction more began to arrive as members started showing up. Heck, I started receiving items from people not even able to attend (Craig and Andrea)! Before long we have 4 tables covered with so many different items everyone attending had something that they couldn't help but want. We even had a pedal tractor show up among other toys donated, SWEET! The final surprise that day was when Melinda Barch came by with the hand-made hunting knife for the raffle she purchased from a family member, a beautiful Damascus blade with a handle made of deer antler, rose wood, and Cape buffalo horn, SWEET. Let me point out that Tammy Teeter had been supplying hand-made knives for several years now but "lost her source" this year. She still managed to contribute a bunch to the cause not to mention the stories I could tell from past years! In the end, the bidding put us over \$2,000 but not by much.

The raffle winners were drawn at the MNRC Awards Banquet along with raffles sponsored by other Societies. The winner of the knife was a college student who admiring the unique Damascus blade of the knife and possibly drinking considerable amounts of alcohol dropped \$20 on raffle tickets. NOTHING I EVER DID under the influence of alcohol NEVER EVER worked out like that! The winning ticket for the \$100 cash was purchased by Drexel Atkinson. Remember when I commented on the members who support the raffle every year even though they don't go the MNRC and many of them have never won anything??? Drexel was one of them but his luck changed this year. Remember how I stated they continue to support the scholarship fund because they believe in the cause??? Drexel donated the money back. That's how we broke \$2,100!

I am very pleased with this year's results and everyone who participated in some way should be pleased as well. Together we raised more than I dared dream we would this year. Thanks to this effort, two kids will receive scholarships this fall to help them get the education required to one day be conservation professionals and dare I say "take our place".

FINAL RESULTS : \$2269.00



*Fostering the
science and art of
soil, water and
related natural
resource
management to
achieve
sustainability.*



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