

Leadership Transfer in Rural Communities The Importance of Hope in Community Development and Vitality

Lindsay J. Hastings, Ph.D. Clifton Professor in Mentoring Research Research Director, NHRI Leadership Mentoring University of Nebraska - Lincoln

# Why do we care about rural leadership transfer? TRANSFER OF WEALTH

575 trillion

YOUNGER GENERATIONS



(Macke, Markley, & Binerer, 2011)

### Why do we care about rural leadership transfer? TRANSFER OF WEALTH x TRANSFER OF LEADERSHIP

Employed individuals 45 and over hold approximately 55% of all management occupations in the United States (U.S. Bureau of Labor Statistics, 2017)



Phase 1 (Qualitative Phase): Identify common themes related to leadership transfer

Phase 2 (Quantitative Phase): Develop and test a model describing the process of how effective leadership transfer is facilitated





## Phase 1 (Qual) → Phase 2 (Quan) MODEL FOR TESTING



Figure 2. Path diagram based upon qualitative results.

#### Phase 2



*Figure 4*. Model 1: Structural equation model with standardized coefficients.  $X^2(60) = 265.00$ , p < 0.000; RMSEA = 0.045; CFI = 0.962; SRMR = 0.043; R^2\_{HIC} = 0.62; R^2\_{CE} = 0.06; N = 1,663. All standardized path coefficients significant at p < 0.001.

#### Phase 2

#### Quantitative Results



# So. what are the implications?

# Hope Contagion

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." -Margaret Mead

# Hope Contagion

Facilitating the spread of hope should not be regarded as something that happens by magic or happenstance Developmental Interactions in Community Leadership Development

• Mentoring

Coaching

Addressing barriers to civic engagement could perhaps augment the spread of hope to traditionally underrepresented or underserved populations in the community leadership fabric

• Invoke public pressure for...

• Better representation at all levels of community leadership

Contested local elections, with candidates representing diverse racial, ethnic, gender, community tenure, and industries

- Innovative and alternative forms of access to community engagement
  Paid leave for community involvement
  Digital engagement platforms (i.e., Zoom) for
  - working parents
  - Asynchronous opportunities for engagement

Require community foundation grant proposals to address diversity, equity, and inclusion

