

**Building Community.
Fostering Thought Partners.**

About Us



Studio 5 - Learning and Development
Growing People. Growing Companies.

Studio 5 is a people development company. We serve as an external resource for companies that either lack people development divisions or whose people development division teams need additional resources.

The Cultivating Change Foundation is aimed at valuing and elevating LGBT agriculturists through advocacy, education, and community.

The foundation is powered by Studio 5 - Learning & Development. Growing People. Growing Companies.



Objectives

- Define community, and discuss the benefits of building community
- Define and discuss the power of thought partners
- Identify best practices for building and sustaining partnerships

An aerial, wide-angle photograph of a densely populated urban area. The city is characterized by a high concentration of multi-story residential and commercial buildings. In the center, there is a prominent cluster of modern, multi-story buildings with glass facades and flat roofs, some featuring solar panels. The surrounding area is filled with a mix of older, smaller buildings and newer high-rises, interspersed with green spaces and trees. The overall scene depicts a vibrant, high-density urban environment.

Objective 1: Define community and discuss the benefits of building community



What does community mean to you?



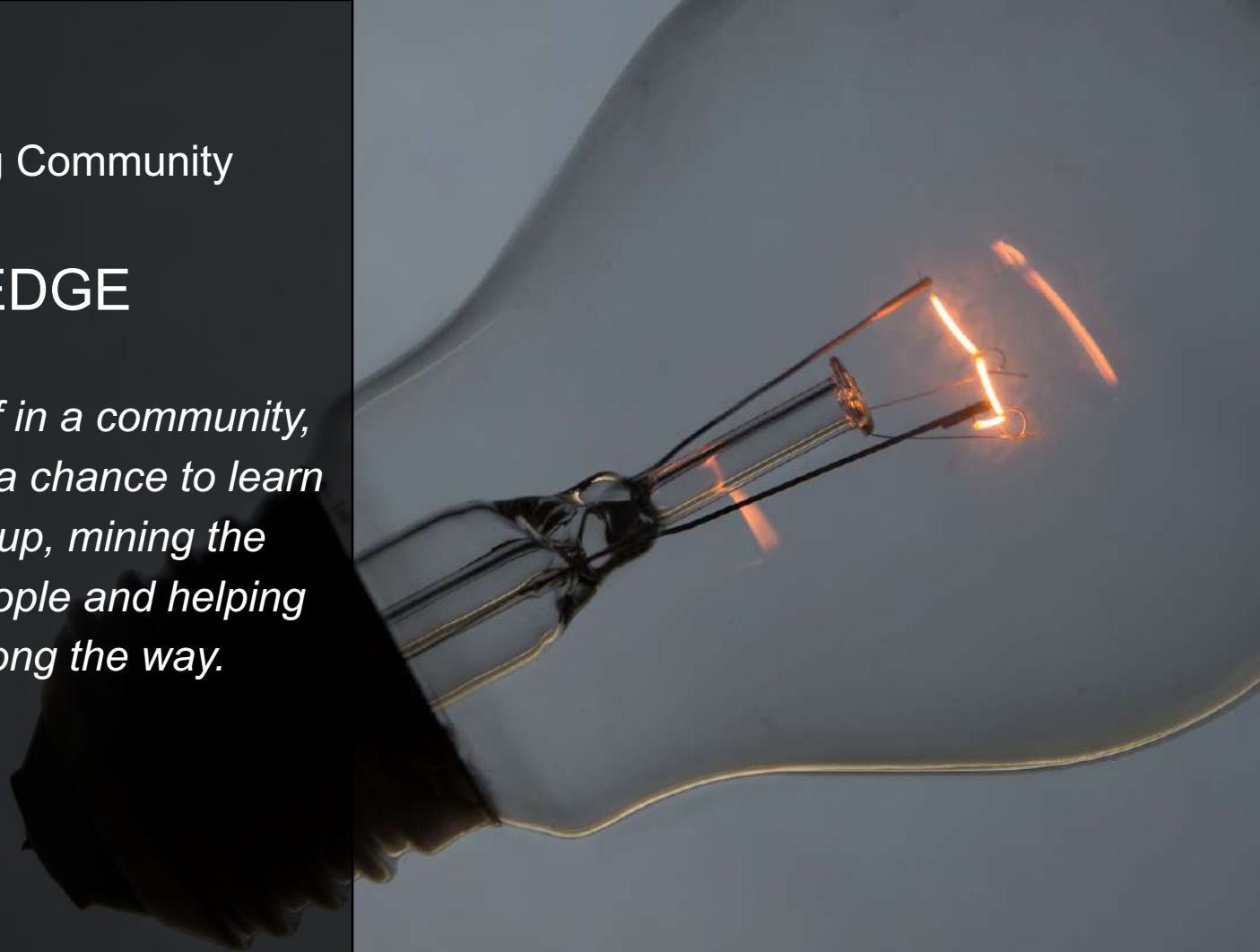
Definition:


Community is a **group of people** with **diverse characteristics** who are linked by social ties, share common perspectives, and engage in joint action.

Benefit of Building Community

KNOWLEDGE

By immersing yourself in a community, you also give yourself a chance to learn from the overall group, mining the wisdom of several people and helping each other out along the way.



A group of people standing together, partially obscured by a dark overlay containing text. The people are wearing various casual clothing like shirts, blouses, and jeans. The background is a light-colored wall.

Benefit of Building Community

CONNECTIONS

*Joining any community means that you
have a chance to improve your
professional and personal network.*



Benefit of Building Community

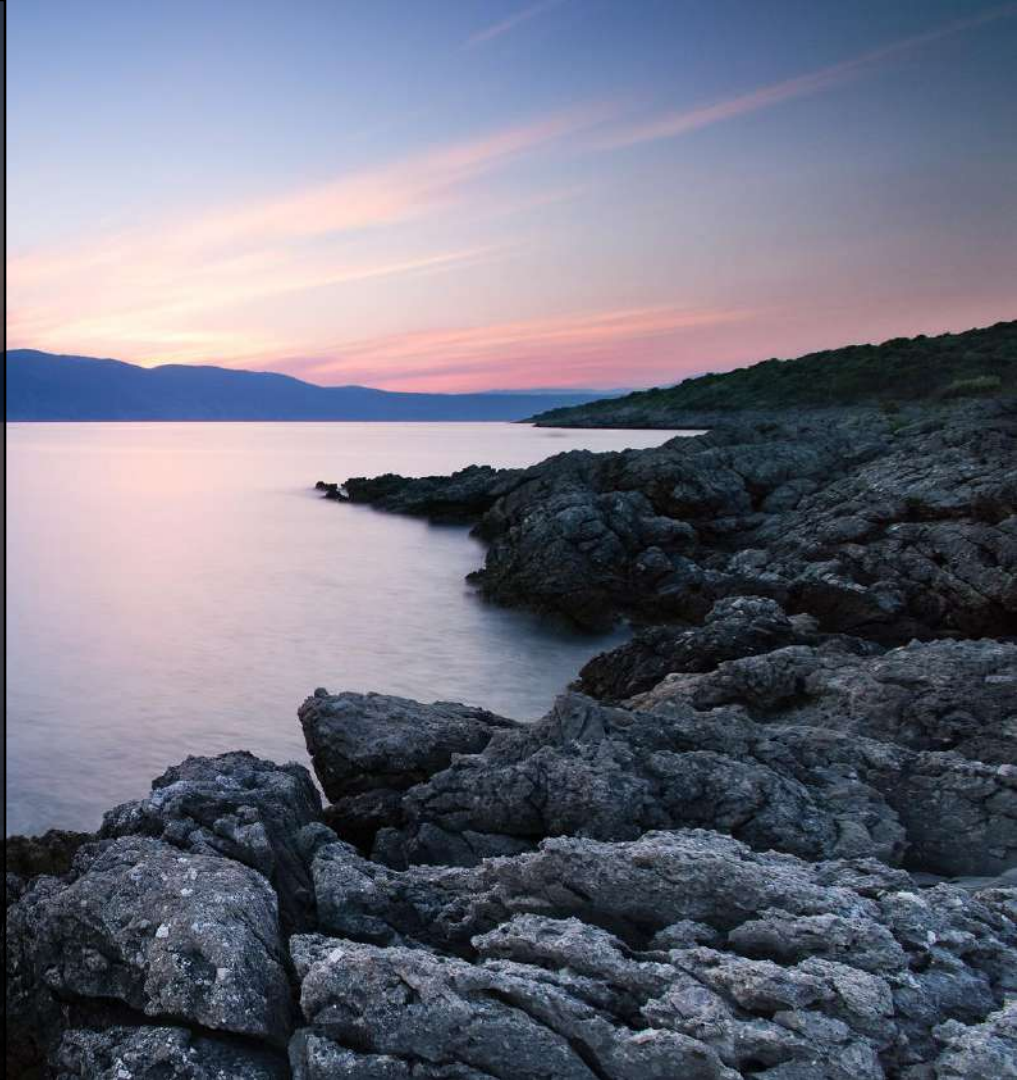
INSPIRATION

Just being in proximity of such a whirlwind of ideas means that you're constantly challenging yourself to think creatively and constantly reconsider what you know.

Benefit of Building Community

RESOURCES

No matter how talented you may be, or how smart you are, it is impossible to know and do everything by yourself.





Benefit of Building Community

SUPPORT

What a community of like-minded people provides, more than anything else, is a support network of people who are going through the exact same journey as you.

Within your
community, which of
these benefits have
you experienced?

Knowledge
Connection
Inspiration
Resources
Support





CULTIVATING CHANGE

COOPERATION





We provide an integrated experience that transcends across generations.



We connect students to agriculture companies leading efforts in workplace equality.



We recognize leadership in inclusive excellence within agricultural companies who are doing incredible work for LGBTQ+ agriculturists.

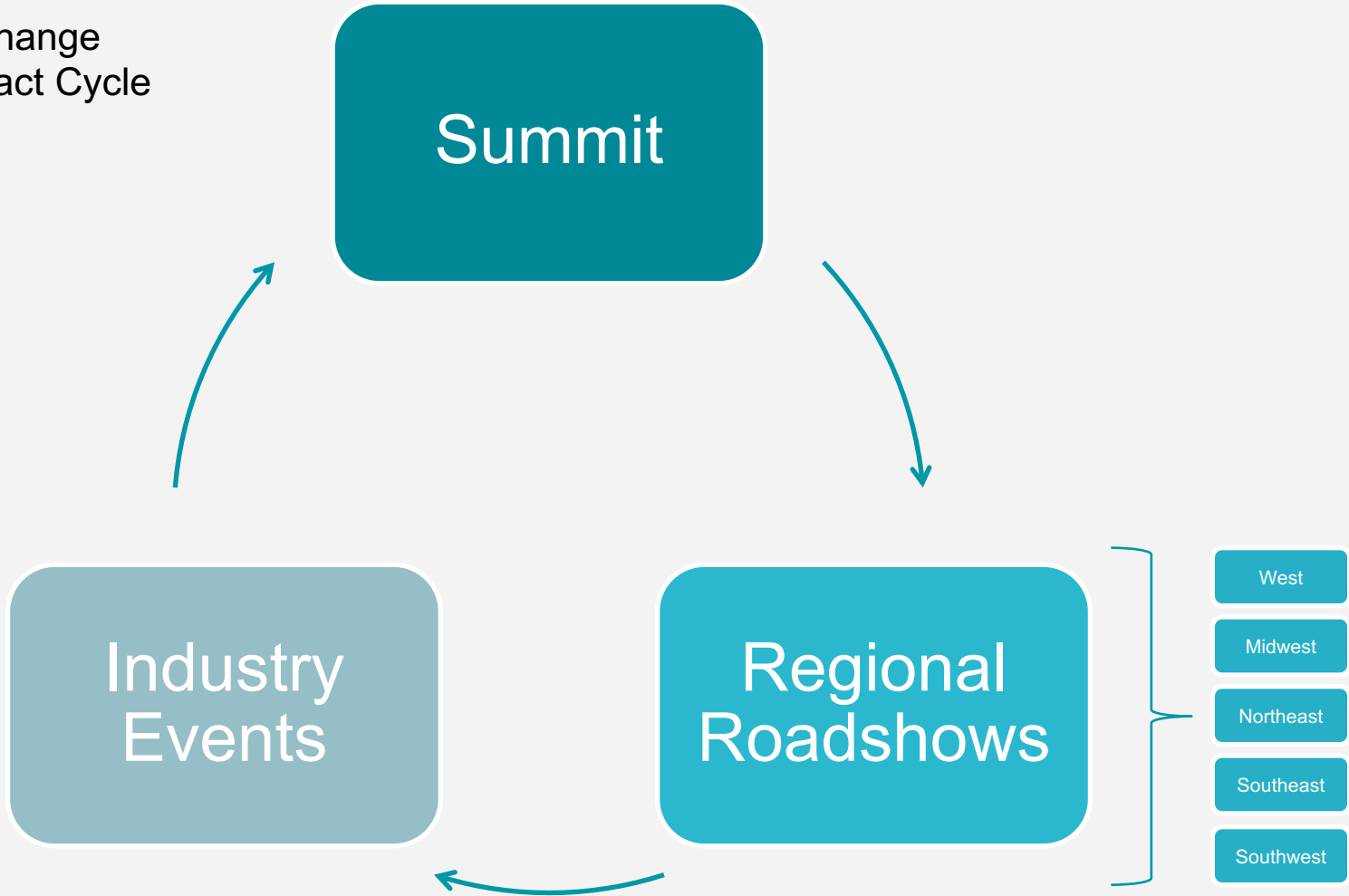


We lead national efforts in providing leadership and professional development for LGBTQ+ agriculturists and our allies.



We build intentional and inclusive communities by empowering LGBTQ+ leaders to unify all sectors of the agriculture industry across the globe.

Cultivating Change
Foundation Impact Cycle





CULTIVATING
CHANGE
SUMMIT

JOIN

US NEXT YEAR IN

DES MOINES

JUNE 19-21, 2019

A pair of glasses with dark, tortoiseshell-style frames and light-colored lenses is resting on a white surface. A dark horizontal bar is overlaid across the center of the image, containing the text "Questions?".

Questions?

An aerial, wide-angle photograph of a densely populated urban area, likely a city center. The image shows a vast expanse of buildings, including numerous high-rise apartment complexes and several prominent modern commercial or institutional structures with glass facades and flat roofs. The buildings are packed closely together, with some greenery and trees interspersed throughout the urban fabric. The perspective is from a high altitude, looking down on the city, which appears to curve away into the distance under a clear sky.

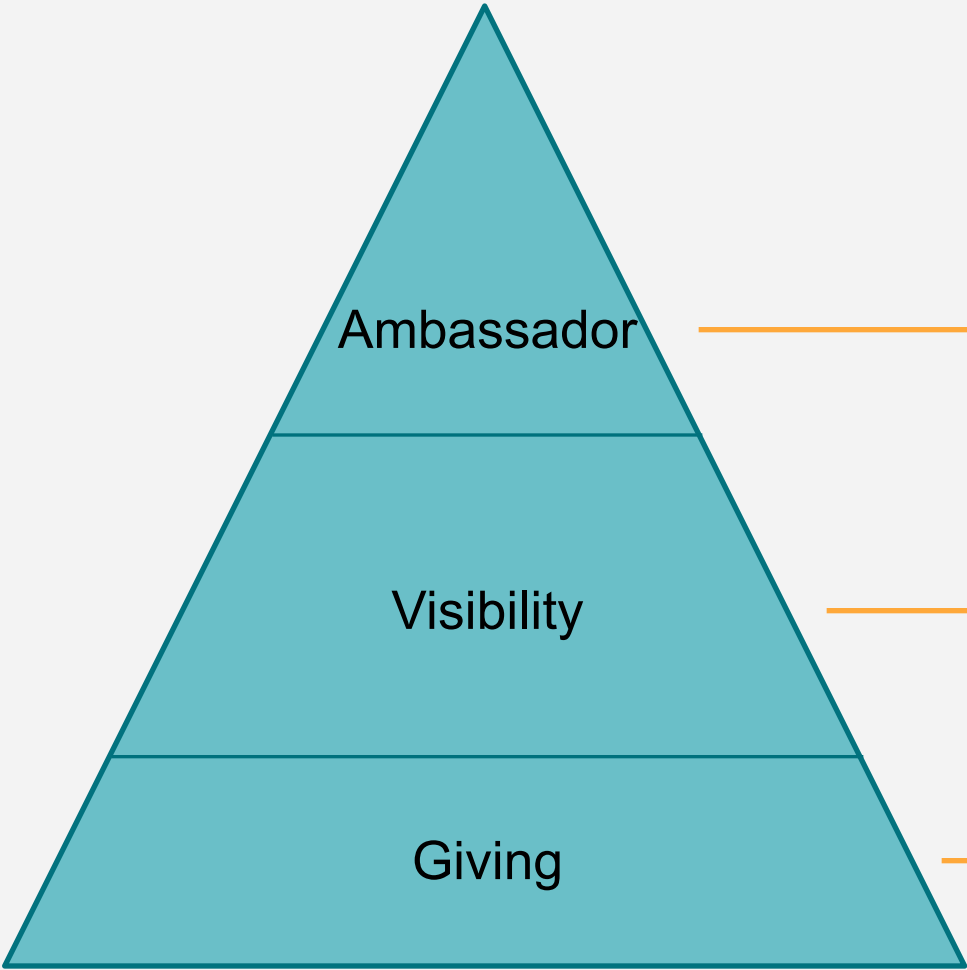
Objective 2: Define and discuss the power of thought partners



What is a thought partner?

Thought partners enable a community to exist; they advocate for the community, and allow communities to grow stronger through their support.

Tiers of Thought Partner Support



Ambassador

Advocating on behalf of the community wherever/whenever.

Visibility

Promoting the community and its events.

Giving

Includes **financial giving** and **human capital** like providing speakers, experts, presenters, etc.

Do you have thought partners
that show up in each tier of
support?

If so, how?

If not, what tier(s) of support are
you missing?



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Questions?

An aerial, wide-angle photograph of a densely populated urban area, likely a city center. The image shows a vast expanse of high-rise apartment buildings and commercial structures, interspersed with green spaces and trees. The perspective is from a high altitude, looking down on the city. The sky is a pale, hazy blue. At the bottom of the image, there is a dark grey rectangular box containing white text.

Objective 3: Identify best practices for building and sustaining partnerships



The goal in partnerships is to achieve more than individual organizations can achieve on their own.



Tenants of Building Partnerships

PURPOSE

Partnerships must be guided by a shared vision and purpose that builds trust and recognizes the value and contribution of all members.






Tenants of Building Partnerships

CULTURE AND VALUES

Shared “can-do” values, mutual understanding, and an acceptance of differences (e.g., norms, ways of working) are essential to successful partnerships.

The image shows a large, empty lecture hall or auditorium. The foreground and middle ground are filled with rows of light-colored wooden chairs, arranged in a tiered fashion. In the background, there is a stage area with a dark rectangular opening, possibly a screen or a doorway. Above this opening, there is a small, illuminated green exit sign. The overall lighting is soft and even, creating a calm and quiet atmosphere. The text is overlaid on a semi-transparent dark grey rectangular area in the center of the image.

Tenants of Building Partnerships

LEARNING AND DEVELOPMENT

*A healthy partnership promotes an
atmosphere of learning.*



Tenants of Building Partnerships

COMMUNICATION

If a partnership is going to succeed, there must be effective communication at all levels within the partnership and inside each partner organization.

Where does your
community fall short
with sustaining
partnerships?

What are the struggles
it faces?

What does it take to
sustain partnerships?



Reflection

What are 3 things you want to be sure to remember about building communities and sustaining thought partnerships?



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Questions?

Thank you!



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