



SDREA Co-op Board Leadership Summit

August 24-25, 2025

Ramkota Hotel & Conference Center

Held in Gallery D&E

920 W. Sioux Ave., Pierre SD

Logistical Information

Room Reservations:

Contact the Ramkota Hotel at 605-224-6877 or Clubhouse Hotel and Suites at 605-494-2582 and ask for the SDREA Board Leadership Summit room block. The room rate at the Ramkota is \$102 per night plus tax and the room rate at the Clubhouse is \$134 plus tax. **Cut-off date is July 24.**

Meeting Registration:

To register for the meeting, go to www.sdrea.coop and click on "For Members," then "Events and Trainings." Then, click on "Board Leadership Summit." If you have any questions, please contact Kristie Hauck at 605-224-8823 or kristie.hauck@sdrea.coop

Key Takeaways for Directors

- **Clarity in leadership is about focusing on the right things, not trying to do everything.**
- **The Clarity Compass provides a roadmap for strategic, high-level leadership decisions.**
- **Their role is to guide, not micromanage — providing clear direction while empowering managers to execute.**
- **Sustainable impact comes from *Clear Moves* — focusing on the next best step rather than trying to solve everything at once.**

Sunday, August 24, 2025

6 p.m. Indoor Picnic/Social (Gallery D&E)

Monday, August 25, 2025

7:30 a.m. Continental Breakfast (Gallery D&E)

8 a.m. Welcome & Introduction

- The role of cooperative directors is shaping the future, not just overseeing the present.
- *The Clarity Edge* framework: How clarity in leadership creates sustainable impact.
- Session overview: Industry trends, state landscape, individual co-ops, leadership clarity.

8:30 a.m. Industry-Wide Debrief: What's Working, What's Not

- Facilitated Discussion:
 1. What's going well in the cooperative energy industry?
 2. What challenges are emerging?
 3. How are industry shifts affecting rural cooperatives?
- Exercise: The Industry Pulse Check
 1. Small groups identify one key opportunity and one challenge impacting their co-op in the next three to five years.

9:15 a.m. South Dakota's Energy Landscape

- Key state-specific factors affecting cooperative energy.
- Exercise: The Clarity Compass - State Focus
 1. Direction: What should S.D. co-op directors focus on?
 2. Decisions: What strategic choices are most pressing?
 3. Drive: What are the biggest motivators or barriers to action?

10 a.m. Break

10:15 a.m. Individual Cooperative Clarity

- Exercise: The Clarity Compass - Cooperative Level
 1. Direction: Where does my co-op need to go in the next three to five years?
 2. Decisions: What are my key board-level decisions that will define our path?
 3. Drive: What do our members, teams and communities need most from us?
 4. Support: What resources do managers need from boards to be successful?
- Facilitated Discussion:
 1. Identifying gaps in resources and support for cooperative managers.
 2. What tools, training, technology, or funding best supports management?

11 a.m. Leadership vs. Management: Setting Managers Up For Success

- The difference between guiding and micromanaging cooperative managers.
- How directors can provide clarity and support without interfering in operations.
- Exercise: Resources vs. Overreach
 1. Small groups review real or hypothetical cooperative challenges.
 2. Discussion points:
 - a. What resources would best support managers in solving this?
 - b. What decisions should remain at the board level?
 - c. What is a high-impact way to support management without overstepping?

11:45 a.m. Lunch & Networking (Gallery F&G)

12:30 p.m. The Clarity Edge in Leadership: Cutting Through Uncertainty

- The risks of unclear leadership: confusion, stagnation and missed opportunities.
- The power of *Clear Moves*: How intentional leadership creates alignment and momentum.
- Exercise: The Next Clear Move
 1. Each director identifies one specific leadership move they need to make in the next 90 days to improve their cooperative's direction.

1:15 p.m. The Clarity Edge in Decision Making

- The three-question Clarity Filter for Decisions:
 1. Does this align with our co-op's strategic direction?
 2. Should this decision be made by the board or management?
 3. Does management have the resources to execute this effectively?
- Exercise: Decision making in action
 1. Directors work through real or hypothetical challenges using clarity filter.
 2. Identify one key resource that would accelerate success for management.

2 p.m. Creating a Clear Path Forward

- What are the biggest takeaways from today?
- What actions will you commit to taking when you return to your co-op?
- Exercise: The Clarity Commitment
 1. Each director writes their top priority action and one resource to advocate for.

2:45 p.m. Open Discussion and Closing

- What's still unclear? What support do you need to implement clarity-driven leadership?
- Final reflections and commitment to action.

**NOTE: THIS IS A "BILL BACK" WORKSHOP
WHICH IS NOT A PART OF PACKAGE A.**