

Investing in the Next Generation of Leadership

Across Northeast Minnesota, people see clear value in growing local leadership, but the region faces real barriers to building it.

THE CHALLENGE

- Leaders often wear many hats, taking on wide-ranging, exhausting work that would be multiple people or departments in a larger community.
- Concentrating leadership in a few hands fuels burnout.
- A wave of retiring baby boomers is stepping back from longtime roles.
- Programs exist across the region, but many say more is needed, whether in local government, business, nonprofits, boards, or among youth. [Process participants generated many ideas.](#)
- Barriers to stepping up include generational and value differences, changing engagement expectations, socioeconomic and career mobility challenges, and the region's large geography.

OUR ROLE

Northspan and Northland Foundation are planning a **Day of Action** on leadership development in fall 2026, with up to 6 **follow-up working group meetings** for any groups that emerge.

TAKE ACTION

REGIONAL

- Want to help shape the Day of Action, or already working in this space? Contact Karl Schuettler, kschuettler@northspan.org

LOCAL

- Engage with local programs (e.g., Chambers of Commerce)
- Mentor someone new to leadership, or find a mentor yourself
- Bring board trainings to your community
- Encourage officials to join an [Elected Leadership Circle](#)