



Newsletter

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Kossuth/Palo Alto County Economic Development Corporation Receives Excellence Awards

Kossuth/Palo Alto County Economic Development Corp. Receives Excellence in Economic Development Award from the International Economic Development Council

Washington, DC – Kossuth/Palo Alto County Economic Development Corp. won a silver category award for its Summer Intern Program, a project in the Talent Development and Retention category of the International Economic Development Council's 2020 Excellence in Economic Development Awards Program. The honor was presented this week at an awards ceremony during the IEDC Annual Conference, which is currently underway. IEDC's Excellence in Economic Development Awards recognize the world's best economic development programs and partnerships, marketing materials, and the year's most influential leaders. 35 award categories honor organizations and individuals for their efforts in creating positive change in urban, suburban, and rural communities. Awards are judged by a diverse panel of economic and community developers from around the world, following a nomination process held earlier this year. IEDC received over 500 submissions from 4 countries. "The winners of IEDC's Excellence in Economic Development awards represent the very best of economic development and exemplify



INTERNATIONAL
ECONOMIC DEVELOPMENT
COUNCIL

The Power of Knowledge and Leadership

by the ingenuity, integrity, and leadership that our profession strives for each and every day," said 2020 IEDC Board Chair and One Columbus CEO Kenny McDonald. "We're

honored to recognize the more than 100 communities whose marketing campaigns, projects and partnerships have measurably improved regional quality of life."

Kossuth/Palo Alto County Economic Development Corporation (K/PACEDC) provides a Summer Intern Program for students that have graduated from high school and are enrolled in college. The Intern Program was developed in 1999 as a workforce initiative to attract and keep our high school and college graduates in the area to maintain a skilled workforce and to learn and receive job training for future employment. This was the first locally grown, Iowa based Intern Program. K/PACEDC has been acknowledged state-wide for developing the initial Intern Program that many county entities are now trying to mirror. The program is celebrating its 21st year of existence with approximately 35-40 businesses employing interns and over 60 Interns enrolled annually.

The interns participate in networking events and skill building training sessions throughout the summer. The networking and training events allow interns a chance to become acquainted with each other and offers an opportunity to network with CEO's and company managers. The Intern Program provides opportunities to expand leadership, network with business leaders, and emphasize the importance of volunteerism.

Excellence awardscont'd on pg. 2



Kossuth/Palo Alto County Economic Development Corporation to Receive Award for Business Retention and Expansion Efforts

Des Moines, IA – The Professional Developers of Iowa (PDI) will honor the Kossuth/Palo Alto County Economic Development Corporation during the virtual Best of BRE in Iowa Awards on March 18, 2021.

The PDI Business Retention and Expansion (BRE) Awards Program recognizes the outstanding efforts of local and regional economic development initiatives in supporting growth and expansion of existing Iowa companies. Kossuth/Palo Alto County Economic Development Corporation will be highlighted as a recipient of the 2020 Overall and Single Project BRE Program Award. This award recognizes a community or region that has implemented a successful BRE initiative for their area. Criteria used to select the recipients are: success of communicating the program, improvements to the business climate, and measurable results and outcomes. Consideration was also given to the number of annual visits, quality of the data collected, and how the data was used.

Kossuth/Palo Alto EDC has a comprehensive BRE



program that conducted numerous Business Visits last year. The program includes an annual Business Survey, Business Call Visits, Economic Impact Snapshot, Intern Programs, Human Resources Networking Group, and Palo Alto County Leadership that are all critical programs and committees that address workforce issues to keep the region viable and assist with growing the workforce and future leadership pool. Maureen Elbert, Executive Director, noted "K/PACEDC continues to work for the betterment of local businesses and industries by building a strong network of professional services to

support their economic activities and growth."

"Business retention and expansion is a fundamental element of successful economic development in Iowa," said James Hoelscher, CEC, PDI President. "Kossuth/Palo Alto County EDC exemplify long-term focus and commitment to local employers, which result in jobs, investment and economic growth. They offer best practices that create significant local impact, a model others can learn from and build upon."

Founded in 1973, with current membership of over 310, PDI is an organization dedicated to advancing the professionalism of its members through a wide range of programs and services. As an association, PDI provides professional training that helps its members do a better job for their community. PDI creates an atmosphere of support and offers an instant network of seasoned experts for local professionals to seek advice and support.

Learn more about PDI at www.pdiowa.com, www.facebook.com/ProfessionalDevelopersOfIowa.

Golden Shovel



Kossuth/Palo Alto County Economic Development Completes Strategic Marketing Plan

Kossuth/Palo Alto County Economic Development has completed a strategic marketing plan, led by Golden Shovel Agency (GSA). During the process, GSA reviewed existing collateral, conducted a digital analysis, reviewed stakeholder materials, researched competing areas and identified the region's strengths, weaknesses, opportunities and threats.

"We work with communities across the country and this gives us a unique 'outsider' perspective that makes it possible to see where a community truly shines. In Kossuth and Palo Alto Counties, there is a lot to be proud of with the high level of service and support available for businesses at the top of that list. From creative financing solutions to an attitude of rolling up their sleeves to find solutions, Kossuth/Palo Alto County Economic Development is providing the type of support that businesses dream of. Our marketing plan

presents strategies for how to convey that message to a broader audience," said Bethany Quinn, VP of Strategy & Content Development for Golden Shovel Agency.

The completed strategic marketing plan includes a SWOT Analysis, Collateral Review, Digital & SEO Analysis, Messaging Recommendations, Positioning Statements, and Target Audience Profiles. This information will help to set a baseline of data for where Kossuth/Palo Alto counties can differentiate themselves and stand out as a destination of choice for residents and businesses.

Within the strategic marketing plan, GSA has provided a list of recommended changes to existing and future marketing collateral, social media activities, original content, community and media engagement strategies. These strategies are designed to help attract

businesses, investors and residents to Kossuth and Palo Alto counties.

Kossuth/Palo Alto County Economic Development intends to present this marketing strategy to the Board of Directors, for their review and consideration. "We look forward to working with our Board of Directors to determine how we will incorporate the strategic recommendations. They are champions of our communities and regularly advocate for the advancement of our economic development objectives," said Maureen Elbert.

Golden Shovel Agency has been retained to provide a base level of monthly support which can be used to enhance existing collateral pieces and create some original content. Kossuth/Palo Alto County Economic Development determine what activities will be done internally and if any of the strategies warrant further investment.

America's SBDC Iowa State Director Receives CYtation Award From Iowa State University

AMES, Iowa – America's Small Business Development Center Iowa (SBDC) is pleased to share that Lisa Shimkat, State Director, has received the Iowa State University (ISU) Professional and Scientific Council CYtation Award. The award recognizes ISU employees that do something above and beyond the call of duty, and acts in such a way as to make a very real difference in the institution.

Lisa was nominated by SBDC State Office staff for her leadership in directing the organization and uplifting small business owners during the COVID-19 pandemic. Because of her strong leadership and visionary efforts, SBDC has been able to deliver significant and timely resources to nearly 70,000 small businesses since the pandemic began. SBDC has established and strengthened statewide relationships and is seen as a national leader. Lisa has worked tirelessly with statewide partners, stakeholders and staff to get them involved in helping small businesses that are in crisis.

"Lisa has been instrumental in leading our organization throughout the COVID-19 pandemic," says SBDC Associate State Director Stacy Dreyer. "Her determination and creativity have made a huge difference. She supports our statewide team of 15 regional centers, and keeps pushing us to reach new heights. Her passion for small business success in Iowa is relentless and impactful."

Information about the CYtation Awards can be found at: <https://www.pscouncil.iastate.edu/awards/2020-cytation-recipients>.

America's SBDC Iowa is an outreach program of Iowa State University's Ivy College of Business and the Office of Economic Development and Industry Relations. Iowa State University does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. Veteran. Inquiries regarding non-discrimination policies may be directed to the Office of Equal Opportunity, 3410 Beardshear Hall, 515 Morrill Road, Ames, Iowa 50011, Tel. 515-294-7612, Hotline 515-294-1222, email eooffice@iastate.edu.

Funded in part through a cooperative agreement with the U.S. Small Business Administration, America's SBDC Iowa has 15 regional assistance centers located strategically across the state. Since program inception in 1981, the SBDC has helped Iowa businesses and entrepreneurs through no fee, confidential, customized, professional business counseling and practical, affordable training workshops.

For more information on America's SBDC Iowa programs or services, call (515) 294-2030 or visit www.iowasbdc.org, <https://www.facebook.com/AmericasSBDCIowa>, or <https://twitter.com/IowaSBDC>.

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*Lisa Shimkat, MBA, CBA,
America's SBDC Iowa State Director*



Dollar General Now Open In Ruthven

RUTHVEN – Dollar General announces its store at 3606 340th Ave. in Ruthven is now open. Normal hours of operation run from 8 a.m. to 10 p.m. daily.

Dollar General stores are proud to provide area residents with a convenient store to purchase household essentials including food, cleaning supplies, paper products, over-the-counter medicines, hygiene products, baby items and more through its mission of Serving Others. With approximately 75 percent of the American population within five miles of a Dollar General, the company is committed to remaining open and in-stock to provide customers and communities with an affordable and convenient retail option during these unprecedented times.

The store is expected to employ approximately six to 10 people, depending on the need. Dollar General also continues to hire new full and part time employees across its store, distribution and private fleet networks. The company provides employees with competitive wages, world-class and award-winning training and development programs and benefits, including day-one telemedicine eligibility and Dollar General's Employee Assistance Foundation, as well as health insurance coverage options, 401K savings and retirement plans, tuition reimbursement, paid parental leave and adoption assistance to eligible employees. Interested candidates can review and apply for available positions online.

Dollar General gives its customers more than everyday low prices on basic merchandise. Dollar General is deeply involved in the communities it serves and is an ardent supporter of literacy and education. At the cash register of every Dollar General store, customers interested in learning how to read, speak English or prepare for their high school equivalency test can pick up a brochure with a postage-paid reply card that can be mailed in for a referral to a local organization that offers free literacy services. Since its inception in 1993, the Dollar General Literacy Foundation has awarded more than \$186 million in grants to nonprofit organizations, helping more than 12 million individuals take their first steps toward literacy or continued education. For more information about the Dollar General Literacy Foundation and its grant programs, visit www.dgliteracy.com.

Story courtesy of The Reporter & The Democrat

PFI receives high honor from Hormel

Story courtesy of Kossuth County Advance

ALGONA—Hormel Foods presented its 2019 Spirit of Excellence Award to the PFI plant in Algona.

In a letter, James P. Snee, president, CEO and chairman of the board of Austin, Minn.-based Hormel Foods, informed Gary Schiltz, plant manager in Algona, that PFI “has earned this prestigious award by demonstrating the highest levels of quality, delivery, service and customer support throughout the year.”

The letter added: “The Spirit of Excellence is a prestigious supplier award presented annually to a select group of business partners who have contributed to the success of Hormel Foods Corporation. Through our partnership and your company’s commitment to excellence, Hormel Foods continues to be a leader within the food industry by providing a balanced portfolio of innovative and quality products.”

“Hormel Foods has been very instrumental in our growth for many years here at PFI (formerly KOFAB),” Schiltz said. “Winning this service award is very honorable for us as a company and our employees. Our employees are our biggest asset. They take extreme pride in their work and know how to serve our customers.”

“This effort starts with our sales and project management team, and streams through our engineering department and then to the shop floor of manufacturing. At times, some of the projects require our field engineering department, that helps us with the necessary on-site support during installation and startups.

“In our industry of manufacturing custom design and build of food processing equipment, a good share of our customers rely on vendors who are capable of offering a complete package – basically a one stop shop. With our parent company Precision, Inc.’s (aka PPI) acquisition of Meyer Industries in San Antonio, Texas, (now PFI-SAT), along with the platform of products they design and build, such as vibratory feeders, bucket elevators, etc. – that allows us to offer complete systems to our customers.”

He continued, “This couldn’t be accomplished without the efforts of our industrial division of PPI across town, PPI-SS, the former KOFAB Machine Plant. They manufacture our key components for our belt conveyors – nearly all the necessary drive and idler pulleys/rollers, including the drive shells for the motorized drive drums we use on our Belt Conveyors that we manufacture.”



Gary Schiltz, plant manager at Algona's PFI plant, holds the award the company received from Hormel Foods Corporation. Submitted photo

America's SBDC Iowa's Michael Wampler Becomes Certified Global Business Professional



**Michael Wampler, CBA
Northwest Iowa SBDC
Regional Director**

AMES, Iowa – America's SBDC Iowa (SBDC) is pleased to announce that Michael Wampler, Regional Director of the Northwest Iowa SBDC hosted by Iowa Lakes Community College, Spencer, has achieved certification in the Certified Global Business Professional® (CGBP) program.

The CGBP® program, developed by NASBITE International, confirms knowledge in international trade. The designation shows employers and the public that the individual is proficient in global business and capable of working with the level of expertise and professionalism that is required in today's competitive environment.

Wampler has been counseling businesses in Clay, Dickinson, Emmet, Kossuth, Lyon, O'Brien, Osceola, Palo Alto and Sioux counties since July 2017.

Lisa Shimkat, State Director, America's SBDC Iowa, says, “Michael is a valuable member of our statewide team. He is dedicated to giving his SBDC clients sound business



advice and connecting them with resources they need to succeed. This certification is challenging to obtain and will provide Michael with additional knowledge that he can pass along to benefit those he advises.”

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Invest in Your Hometown: **SHOP LOCAL**

Yes We're
OPEN

6 WAYS TO SUPPORT SMALL BUSINESSES

WRITE A POSITIVE REVIEW.....\$0.00
TELL YOUR FRIENDS AND FAMILY.....\$0.00
FOLLOW THEM ON SOCIAL MEDIA.....\$0.00
ENGAGE WITH THEIR POSTS.....\$0.00
GIVE THEM A SHOUTOUT.....\$0.00
SIGN UP FOR THEIR NEWSLETTER.....\$0.00

TOTAL..... \$0.00



SUPPORT **LOCAL** BUSINESS

1. Shopping locally creates more jobs.
2. Save time when you shop at home.
3. Local businesses add to local tax rolls.
4. Local spending creates more money for local donations and projects.
5. Local businesses keep local schools open.
6. Shopping locally attracts tourism.



Jonathan Moe Named CEO at Palo Alto County Health System



November 20, 2020 – Jonathan Moe was named the Chief Executive Officer/Administrator of Palo Alto County Health System (PACHS) by the hospital's Board of Trustees. Moe began his new duties on Monday, February 8, 2021.

Moe came to PACHS with nearly 12 years of health care leadership experience, most recently serving as President/Administrator of CHI Health, a critical access hospital located in Missouri Valley, Iowa. In addition, Moe served as the Chief Operating Officer at the Shenandoah Medical Center in Shenandoah, Iowa, and Chief Executive Officer/Administrator at the Avera Health Tyler Hospital in Tyler, Minnesota.

Upon joining the PACHS, Moe noted "I know first-hand how blessed PACHS is to have such a great team. The medical, nursing, ancillary and office staff are here with

PACHS PALO ALTO COUNTY
HEALTH SYSTEM

An Affiliate of **MERCYONE**

one purpose and that is to make patients and their families a priority."

"Jonathan's experience as a health care administrator, as well as his knowledge of rural health care is sure to be a true asset to PACHS and our community. I greatly appreciate the involvement and input from the staff, medical staff and

community leaders," said Terry Naig, PACHS Board of Trustees Chairman.

Moe earned his Master of Business Administration degree from Wayne State College in Wayne, Nebraska, and his Bachelor of Health Service Administration from the University of South Dakota in Vermillion, South Dakota.

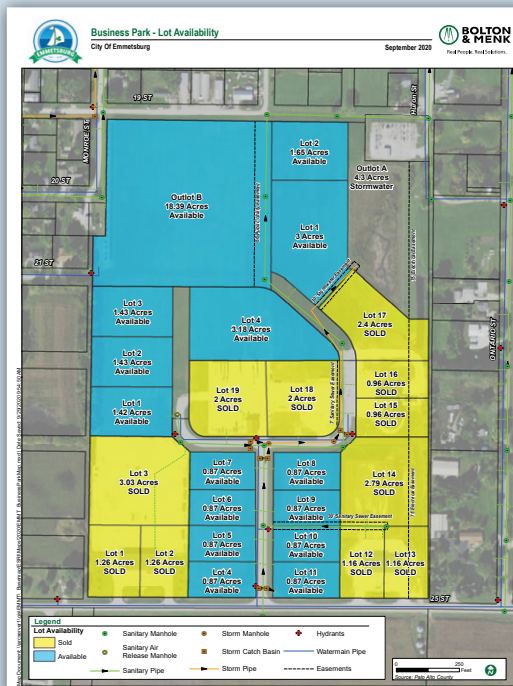
"I'm am pleased to have Jonathan join our MercyOne team. He brings a depth of experience and knowledge which will be of great value to PACHS as well as throughout our network," said Scott Curtis, Vice President, Network Development for MercyOne North Iowa.

Palo Alto County Health System is managed by MercyOne. The management agreement provides a variety of services, including working with the PACHS Board of Trustees to provide an administrator.

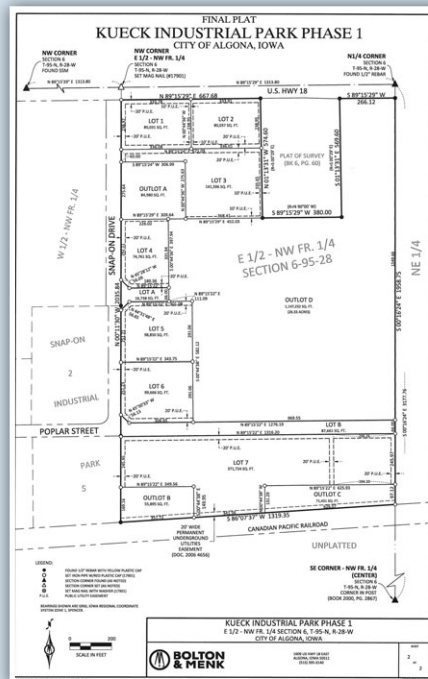
Focusing on Business Retention & Industry Expansion

Communities and regions need to focus on specific industries and sectors that are the best fit for their areas, as well as specific industries that complement the existing talent base.

Both Emmetsburg and Algona are focused on how to market their industrial parks to assist in expansions of our area industries and market to the key targeted sectors that will enhance our business and industry.



Emmetsburg Industrial Business Park



Algona newly platted Industrial Park

Butter Braid® pastries layer innovation with fundraising to create sweet success

By Ann Thelen • Photos courtesy of Country Maid, Inc.

Enveloped between the layers of Butter Braid® pastries' airy dough are the life-changing opportunities these delicacies help fund. For three decades, millions of children, communities and causes have relied on these Iowa-made, butter-rich pastries to make dreams come true.

Butter Braid pastries have a reputation for quality and service that fundraising groups and customers have come to depend on and love. Since 1991, West Bend-based Country Maid, Inc. and their flagship product- Butter Braid pastries- have helped raise more than \$267 million for thousands of great causes nationwide.

Innovation Born out of the Farm Crisis

"Country Maid is a true entrepreneurial story that started from humble beginnings," explains Ashley Akridge, the company's marketing manager. "It came from a need and our founders, Ken and Marlene Banwart, finding a way to support their family."

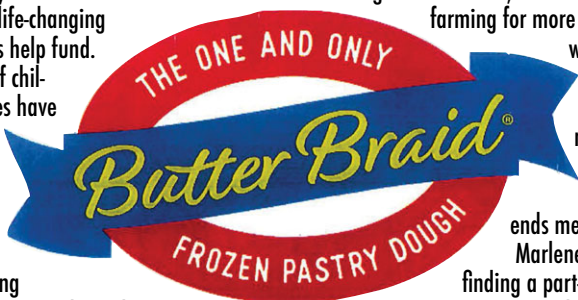
Tough times often spur innovation, which was the case in this community of approximately 800 people. Located in two counties - Kossuth and Palo Alto - West Bend is in the center of vast and highly productive Iowa farmland.

During the late-1980s, the Banwarts had been farming for more than a decade and were blessed with six children. Then, the farm crisis hit. Like many families in a similar situation, it was tough to make ends meet.

Marlene tells the story of Ken finding a part-time job selling office equipment to supplement the farm income. It wasn't enough. So, the couple also began selling produce at the local farmers' market. Noticing that baked goods were popular, Marlene started offering her home-made braided pastries. At the time, these Danish-inspired desserts were made using plain pastry dough without any filling. It didn't matter; they were mouthwateringly delicious. Each day of a farmers' market, she would be up early to make and bake the pastries, leading to short nights and long days. Ken had the idea of premaking and freezing the pastries. The pastries were taken out of the freezer to rise overnight and then baked the morning of an event. It was a single process shift that would dynamically change the future.

As awareness grew of the fabulous pastries, orders

increased. Within six months of Ken leaving his sales job to focus on the pastry business, the couple was delivering Butter Braid pastries to 50 stores in Iowa. From creating the signature item in their kitchen to eventually converting their garage into a production facility, the Banwarts purchased a renovated building in West Bend. Several expansions later, it's still home to Country Maid, the official name the Banwarts gave to their pastry producing company in 1991. Since 2002, in keeping with the company's mission of "Helping Others Help Themselves," Butter Braid pastries have been exclusively available through fundraising programs.



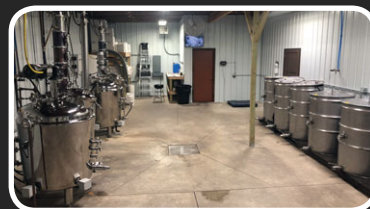
Bancroft CarGo Express

Filling the need for community needs and allowing businesses to grow

Expanding for New Growth

S & B Distillery

Making a dream come true through a lot of hard work, marketing initiatives & community support.



S & B Distillery expanded their facility adding an additional 5900 sq ft. to their current building, doubling their production along with having extra storage space for the majority of their inventory.

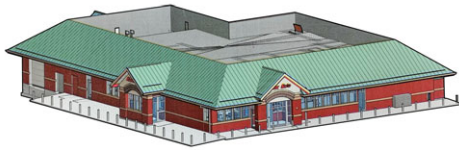
Emmetsburg Kwik Star



Construction under-way on new Kwik Star convenience store and truck center at the intersection of Highway 18 and N. Huron in Emmetsburg

Opening Soon!

KWIK STAR



Intersection of Hwy 18 & N Huron | Emmetsburg

Emmetsburg City Hall



Installation of new signage wraps up City Hall/EMU exterior renovation

Final touches were completed on the City Hall and Emmetsburg Municipal Utilities exterior renovation in March when Emmetsburg Public Works employees put new lettering up on the building. The majority of the multi-year project – consisting of a new facade treatment, windows, lights, signage and ADA access to Council Chambers – was completed last summer/fall. The project was not only an aesthetic upgrade for the building and Emmetsburg's downtown district, but also a much-needed functional improvement for the City's administrative building. The renovation addressed health and safety concerns and also greatly improved the energy efficiency of the building.

★ CHANGES IN EMMETSBURG ★

Palo Alto County Votes "YES" for New Jail

by Joseph Schany, Emmetsburg Democrat

After 113 years, the Palo Alto County Jail is housing its final prisoners. Voters across the county voted with overwhelming support of a \$5.6 million bond referendum to pay for a new Public Safety Center.

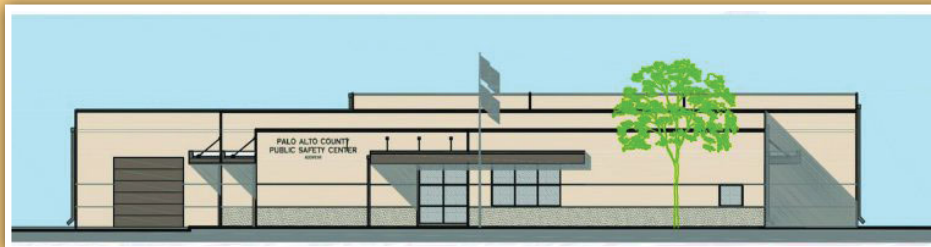
"I just want to thank the voters of Palo Alto County for this overwhelming support," said Sheriff Lynn Schultes. "This is not just a once in a lifetime project, I look at it as a truly once in a multi-generational project. When you consider that our current facility has served us for 113 years, there hasn't been a project like this ever seen before by anyone in our community."

According to the unofficial results, more than 87 percent of voters supported the bond referendum, with 1,245 "yes" ballots cast compared to 176 "no" votes.

A special election saw a total of 1,422 ballots cast out of Palo Alto County's 6,197 registered voters, which is almost a 23 percent voter turnout.

"We had a pretty good turnout," said Carmen Moser, Palo Alto County Auditor. "It's too bad it wasn't a little better, but it was a nice day and a good turnout."

The current Palo Alto County facility was built in



1908 and has had numerous problems for many years. Hazardous wiring issues, cluttered and outdated work environments, and unsafe conditions for both staff and inmates created various liability and safety concerns. According to Schultes, "The structure does not meet and was never intended to meet the demands of today's jail and communication standards."

The new Palo Alto County Public Safety Center will consist of a modern 18-bed jail with expansion capabilities, and house an up-to-date Palo Alto County 911 Communication Center, Palo Alto County Sheriff's Office, Palo Alto County Emergency Management and State Probation facilities.

The new structure will be financed with tax increment financing (TIF) funds generated from the wind turbine farm in the northeast part of Palo Alto County, without forcing a tax increase for county residents. The project is estimated at \$5.625 million.

"For people to entrust us with the ability to spend the amount of money that they are going to allow us to spend on this project, it is really humbling," said Schultes. "They are

providing us with a new jail, communication center, and sheriff's office, and it will be a safe environment for us to work in and for the inmates to be in. It will also enhance our performance."

Schultes and his staff are excited and ready to begin the new project. "There's a lot of work ahead but we hope it will be done in a year and a half," he said. "We will start breaking this down into what I call bite-sized pieces so that as many local contractors as possible can bid."

For now, Schultes is just grateful to residents of Palo Alto County for supporting the Public Safety Center.

"We serve the greatest people and I think this past year has really demonstrated how smooth things can run when people work together. It's humbling that they support the work that we do."

Story courtesy of The Reporter & The Democrat



Intern Project Hope donations from Pharmacists Mutual Insurance Foundation, represented by Rich Berke and Iowa Lakes Electric Foundation, represented by Jed Skogerboe

**HELP AREA YOUTH & ADULTS
WHO HAVE BEEN DISPLACED
FROM HOMES THROUGH**

**PROJECT
HOPE**

**DONATE PERSONAL
CARE ITEMS OR CASH
AT PARTY IN THE PARK
(CARNEGIE LAWN)**

WED. JUNE 23 • 5:30-7:30PM

(or at K/PACEDC office at
106 S. Dodge St. before July 2)



Paige Baade & Lindsay Fuerstenau are shown with Intern Project Hope donations.

Leadership Gaps and Their Impact

Leadership drives everything in an organization strategy, talent, execution, customers, stakeholders, funding, and systems. Before you can tackle anything else within your business, company or organization you want to ensure you have the right leadership team in place. To run a successful company, business or organization you need a strong, healthy, and well-aligned leadership team.

The Strength of Having the Right People in the Right Place

Author Jim Collins in *Good to Great* suggests that a strong team means you have the right seats, the right people in those seats doing the right things. Having the right seats means knowing what roles are important for the company to succeed. Role clarification is key to having the right seats and the right people in those seats. Growing companies often have empty seats or more than one person occupying more than one seat at a time. This can have a huge negative impact on the business, company or organization. Are the right people in the right seats doing the right things at your workplace? Skills are trainable, core values are not. Collins also recommends hiring for values and training for skills.

What do I mean by a strong leadership team? This is a team that has a range of skills that complement the leader's skill set. You don't want to be hiring clones of the leader, but rather people who are willing to speak up and challenge the team. A strong leadership team is made up of A Players. A Players are team members who are highly productive in their key role and who exemplify the core values of the company in all they do. A strong team is a team you would enthusiastically rehired.

Characteristics of a Healthy Leadership Team

Patrick Lencioni does an excellent job describing what a healthy team looks like in his book, *The Five Dysfunctions of a Team*. The team needs to trust each other, have healthy conflict, prove commitment, be accountable, and demonstrate results. The leadership team's first commitment is to the workplace, not their own team. This common mistake is why team alignment is so critical to the success of the company, business, organization. Accountability is having clear expectations and holding each other accountable. Key performance indicators and metrics are some of the best ways to measure and hold the team accountable for results.

Aligning Around Results and Priorities

Ensuring your leadership team is well-aligned requires focus and discipline. This begins with establishing annual initiatives as a leadership team. Once those are set, the leadership team should be meeting at least quarterly to set three to five priorities that should be aligned with and support the accomplishment of the annual initiatives. Team members should then establish key performance indicators. Consistent results, reporting, and ongoing planning facilitate the team heading in the same direction and working under the same assumptions.

Ongoing, regular communication also creates a healthy alignment of your team. Healthy communication is frequent, effective, and quick. Regular systematic communication can speed up decision-making at all levels within your business.

Every workplace has some form of leadership challenges and gaps. The key to success is to identify these areas by looking at the points above and implementing a plan to improve them.

Where are the gaps in your leadership? What do you think you could achieve with a core team that leads and works effectively? What would the positive impact be on your business? We will help you answer these questions at our Leadership Series this fall.

K/PACEDC is going to once again facilitating a Leadership Series this Fall starting on Wednesday,

August 11th from 1:00p.m.-3:00p.m. (The location is to be decided.) The other dates will be once a month Wednesday, September 15th, October 13th and the last session will be held on November 10th. All held from 1:00p.m.-3:00p.m. If you are interested in attending or sending your staff, please contact our office and we can provide you with more information.

Workforce initiatives is a key focus and service Kossuth/Palo Alto Economic Development Corporation provide to our Companies and businesses.



We have Survived!

SBDC & ITC Midwest created, sponsored and helped distribute COVID-19 "Survival Kits" to keep & encourage area businesses profitability & survival during the pandemic.



**ANCHOR YOUR
SUCCESS**
IN KOSSUTH/
PALO ALTO
COUNTIES



SPEAKER: Terry Rich
**TOPIC: "Innovation...
Dare to Dream, Dare to Act"**

You're Invited!
2021

KOSSUTH/PALO ALTO COUNTY ECONOMIC
DEVELOPMENT CORPORATION

County Wide Breakfast

Wednesday, July 28 • 2021

**St. Michael's Parish Center
Whittemore, Iowa**

7:00-9:00 am | Cost \$20



2021 K/PACEDC INTERN SKILL BUILDING SESSIONS & MEETINGS

JUNE 1st

Secrets to Success:

Insider's guide to business etiquette

5:00 pm @ Kossuth County Election Center
(across from Law Enforcement Center)

JUNE 2nd

Intern Advisory Committee Meeting

7:30 am @ K/PACEDC

JUNE 8th

Seeking Professional Growth

An interactive evening to provide you with skills to understand human behavior & socialize with fellow interns.

5:00 pm @ Kossuth County Election Center
(across from Law Enforcement Center)

JUNE 9th

Project Hope Work Session

11:45 am @ K/PACEDC

JUNE 11th

Intern Golf Outing

9:30 am @ North Kossuth Golf Club (Bancroft)

JUNE 15th

Palo Alto County Board of Supervisors Presentation

8:05 am @ Palo Alto County Courthouse Meeting Room

JUNE 15th

Kossuth County Board of Supervisors Presentation

10:00 am @ Kossuth County Courthouse Assembly Room

JUNE 16th

Project Hope Work Session

11:45 am @ K/PACEDC

JUNE 21st - July 2nd

Project Hope Week

JUNE 23rd

Fun In The Park Project Hope Drive-Up

Algona

JUNE 24th

Fun In The Park

Grotto in West Bend

JUNE 29th

Excel Training:

Advanced tips to make your life easier

7:30 am @ (Location to be determined)

JULY 7th

Bagging Project Hope Items

8:00 am @ K/PACEDC

JULY 9th

Intern Golf Outing

Rain Date

JULY 13th

Manage Your Money:

Simple & clear advice for your financial future

7:30 am @ K/PACEDC

JULY 28th

County-Wide Breakfast

7:00 am @ St. Michaels Parish Center in Whittemore



By Maureen Elbert, K/PACEDC

Every summer for more than two decades, Kossuth/Palo Alto County Economic Development Corporation (K/PACEDC) gears up to host a Summer Intern Program. Boasting the first of its nature over 20 years ago, the Intern Program was developed in 1999 as a method to keep the best crop that we produce, our high school and college graduates. It was developed as a means of securing a future workforce in the area.

Businesses are encouraged to explore and utilize the Kossuth/Palo Alto Economic Development Corporation's intern program, as their benefits are numerous. Companies have had a good success rate in advancing summer interns into full time employees with over 250 interns becoming permanent employees since 2008. Maureen Elbert, Executive Director, explained "businesses looking for a great workforce base will find they benefit from having our young workforce stay in the area."

K/PACEDC's goal for the program is to provide opportunities to expand leadership, meet area business leaders, network, and underline the importance of volunteerism. Being an intern comes with a host of benefits in itself as well. Internships are often paid, affording the

participant to learn on the job skills, and giving the potential for permanent employment. Training sessions provided to interns include Excel computer training, financial planning, business etiquette, networking with local business leaders and fellow interns through golf outings and a luncheon. A community service the Interns participate in is Project Hope, which will allow the Interns to learn the value of volunteerism and giving back to their communities. Elbert said of the interns, "This program gives interns true skill building training sessions that will enhance their ability to obtain a good job and make them a committed and productive employee and community leader."

Interested businesses are encouraged to contact K/PACEDC. High school graduates can view available internships posted on our websites at www.kossuth-edc.com and www.paloaltoiowa.com.

Kossuth/Palo Alto County Economic Development would like to thank the business leaders that participate in the Intern program and for investing in their futures by giving Interns the opportunity to excel within their communities.

KOSSUTH COUNTY

ECONOMIC DEVELOPMENT CORPORATION



106 S. DODGE ST | SUITE 210
ALGONA, IA 50511 | PHONE: 515.295.7979

BUSINESS INVESTORS 1000+

Algona Medical Clinic II
Alliant Energy
Aureon Grant
Bank Plus
Bolton & Menk
Buchanan, Bibler, Gabor & Meis
Central Financial Group
Corn Belt Power Cooperative
Corteva Agriscience
Country Maid, Inc.
Cozzini, LLC
Erpelding, Voigt & Company
Evolution Driveline
Farmers State Bank
Farmers & Traders Savings Bank
Greg Penning & Company
Hormel Foods Corporation
Invenergy, LLC
Iowa Lakes Electric Cooperative
Iowa State Bank
ITC Midwest, LLC
Klein Insurance Agency
Kossuth Regional Health Center
MaxYield Cooperative
MidAmerican Energy
Midland Power Cooperative
Northwest Bank
Pharmacists Mutual Insurance Company
Precision Food Innovations/Precision Pulley & Idle
Security State Bank
Smithfield Hog Production
Snap-on
StateLine Cooperative
Titonka Savings Bank
Walker Chiropractic & Wellness, PC
West Iowa Bank
White Transfer & Storage

BUSINESS INVESTORS \$500- \$999

Algona Publishing Company
Aluma
Bancroft Municipal Utilities

Counsel Office & Document
Dotson, Guenther, Christian, & Lauer Law Firm
Drs. Klepper & Trainer, ODS
Erpelding Excavating Enterprise
Farm & Home Services
Gold Eagle Cooperative
Good Samaritan Society of Algona
Heartland Mutual Insurance Association
Hy-Vee
K.C. Nielsen, Ltd.
Kemna Auto Center
Kossuth Abstract & Title Company
McMahon, Stowater, Lynch & Laddusaw
North Iowa Lumber & Design
Northwest Communications
Reding's Gravel & Excavating / Edwards Contracting
Suida Health & Production
Valero Renewable Fuels Company
Whittemore Municipal Utilities

BUSINESS INVESTORS \$250- \$499

AI Processors/Balchem
Algona Dairy Queen
Algona Floor Design
Americinn of Algona
Becker Ag Sales
Bloom Floral Design Boutique
Bob Becker Construction
Brenda Clark-Hamilton "Professional Growth Programs"
Cellular Dimensions
Central States Agency
Deitering Bros., Inc.
Dump It Sanitation & Recycling
East Fork Swine Veterinary Services
Farmers Cooperative Elevator
Feed Mill Coffee Company
Foertsch Plumbing & Heating
Grass Masters
Henkel Construction Company
Henry-Olson Funeral Homes
KLGA/KLGZ
North Iowa Appliance Center
Oakcrest Funeral Services
Protein Resources

BUSINESS INVESTORS \$50- \$249

Roethler Electric
Standard Nutrition Services
Stuart Simonson, CPA
Titonka-Burt Communications
Woodruff Construction
400 Rustic Station
Algona Family YMCA
Algona Hearing Center
Algona Machine & Supply
Algona Manor Care Center
Blair & Amanda Redenius
Boyken Insurance Agency
Columbia Events Center
G-Force Customs
Innovations Salon & Spa
Johnny's Bar & Grill
Kossuth County Farm Bureau
Lone Rock Cooperative Telephone Company
Mary Schaaf Design
Reutzel Excavating
spa-dee-dah, too!
Steier Ag



2020 BUSINESS INVESTORS

Kossuth County Board of Supervisors and communities in Kossuth County also contribute funding dollars to assist with our programs

PALO ALTO COUNTY

ECONOMIC DEVELOPMENT CORPORATION



BUSINESS INVESTORS 1000+

Ag Processing (AGP)
Alliant Energy
Community Lumber Supply
Corn Belt Power Cooperative
Erpelding, Voigt & Company
Iowa Lakes Community College
Iowa Lakes Electric Cooperative
Iowa State Bank
Iowa Trust & Savings Bank
MaxYield Cooperative
MidAmerican Energy

Palo Alto County Health System
POET Biorefining
River Valley Telecommunications
USDA
West Iowa Bank

BUSINESS INVESTORS \$500- \$999

Bank Plus
Farmers State Bank
K & W Electric
Laurens State Bank

BUSINESS INVESTORS \$250- \$499

Aureon Grant
Brownlee Management
Dan Cooper Builders
Graettinger Hardware/Roberts Street Self
Storage
Handeland Chiropractic

BUSINESS INVESTORS

Horizons Unlimited
Medium Lake Development Corp. - David Rouse
North Iowa Lumber & Design
Northland Auto & Marine
Pircay's Welding & Fabricating
Protein Resources
Wash Away Bay Emmetsburg

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