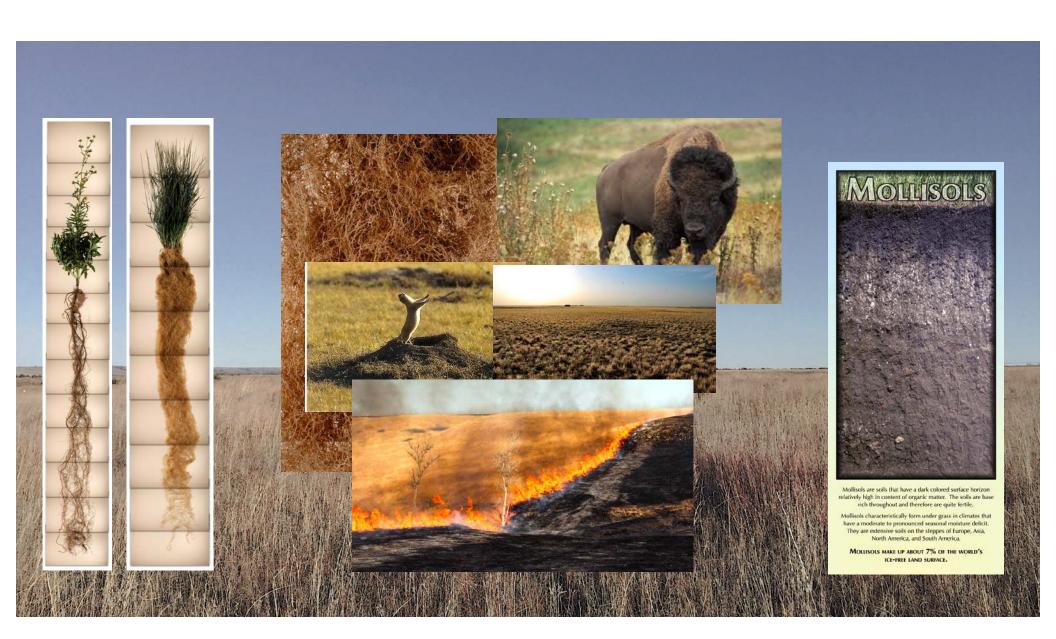


NEBRASKA

- 45.2 million acres of farm and ranch land 91% of the state's total land area.
- Abundant groundwater resources
- Nearly 24,000 miles of rivers and streams
- > 8 million irrigated acres
- Income from Nebraska's farms in 2016 was \$21.5B





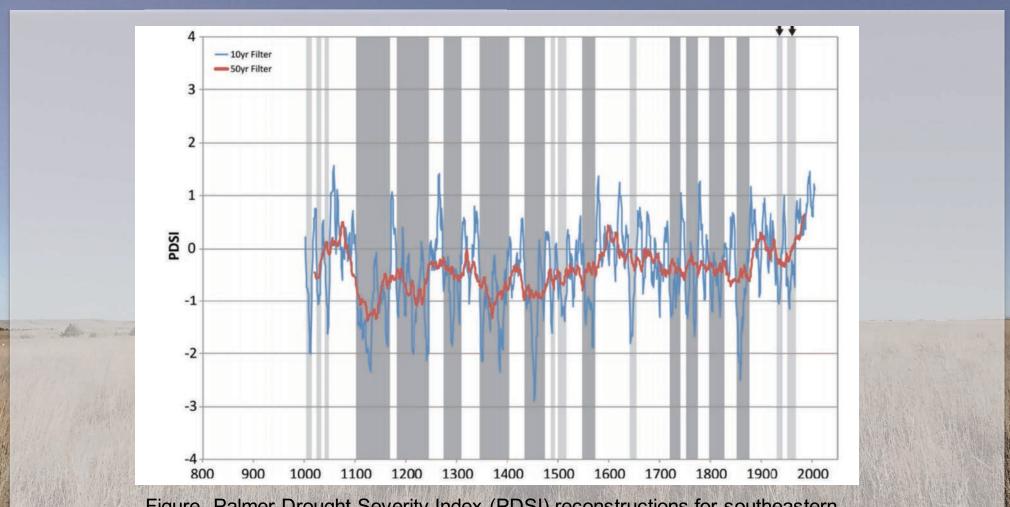
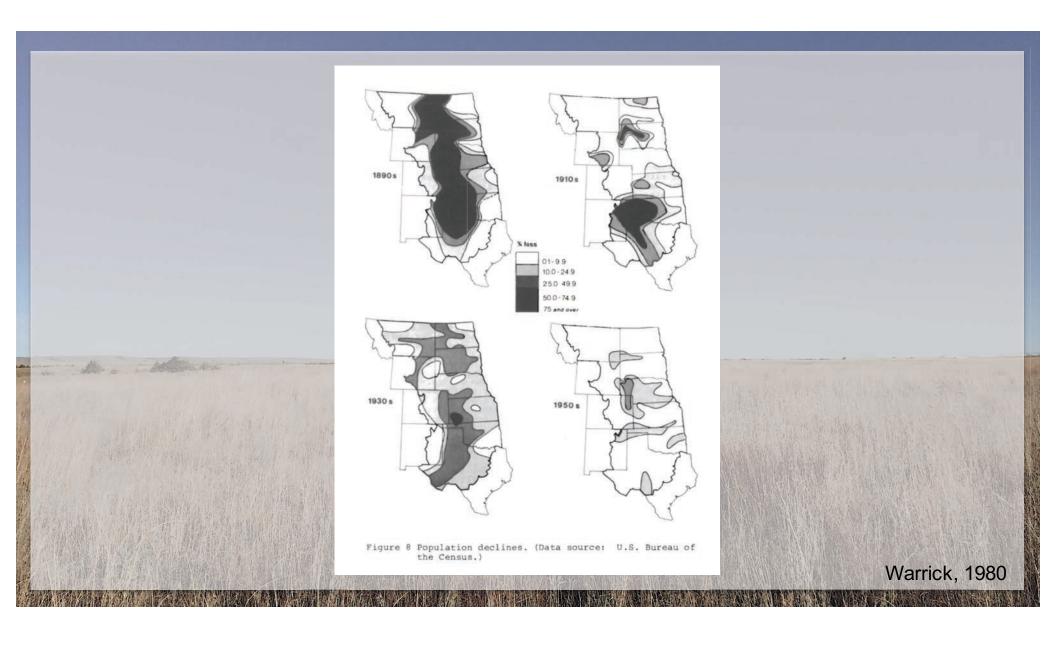
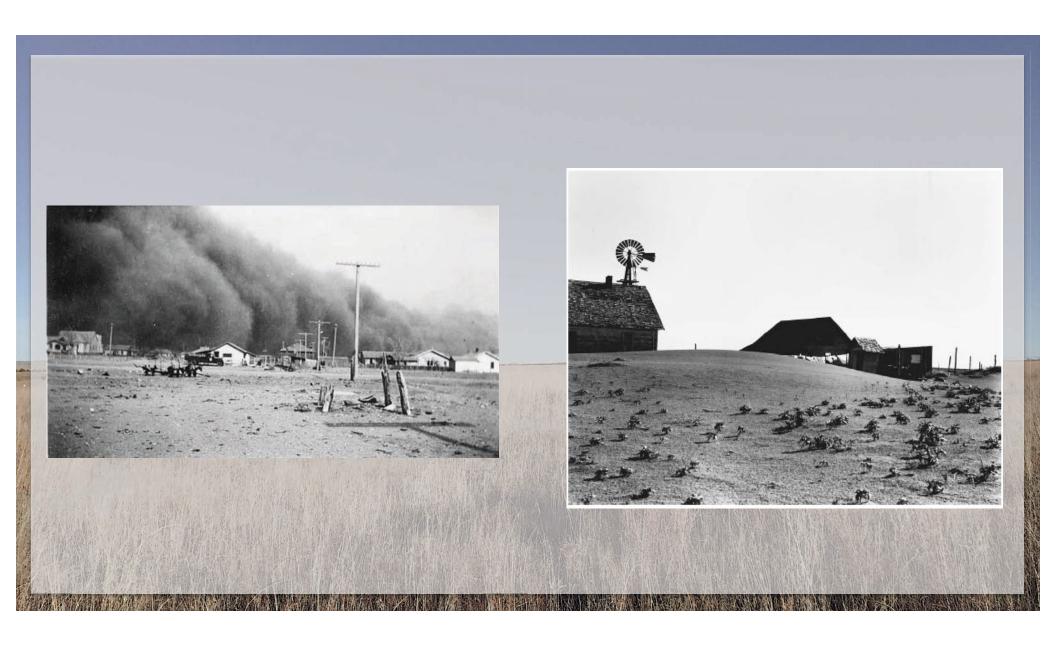
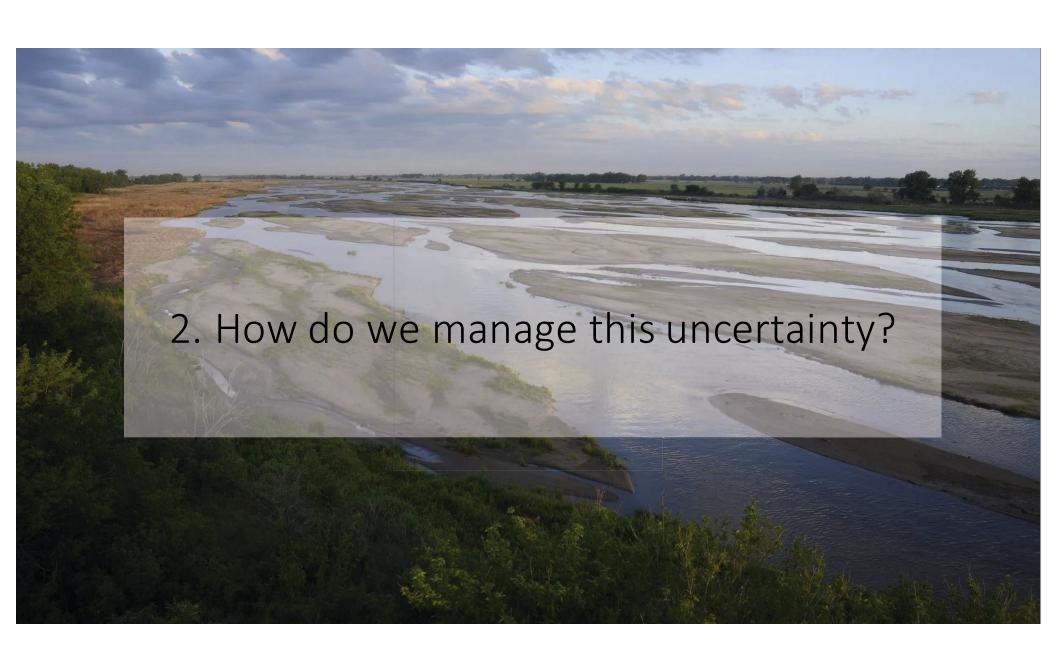
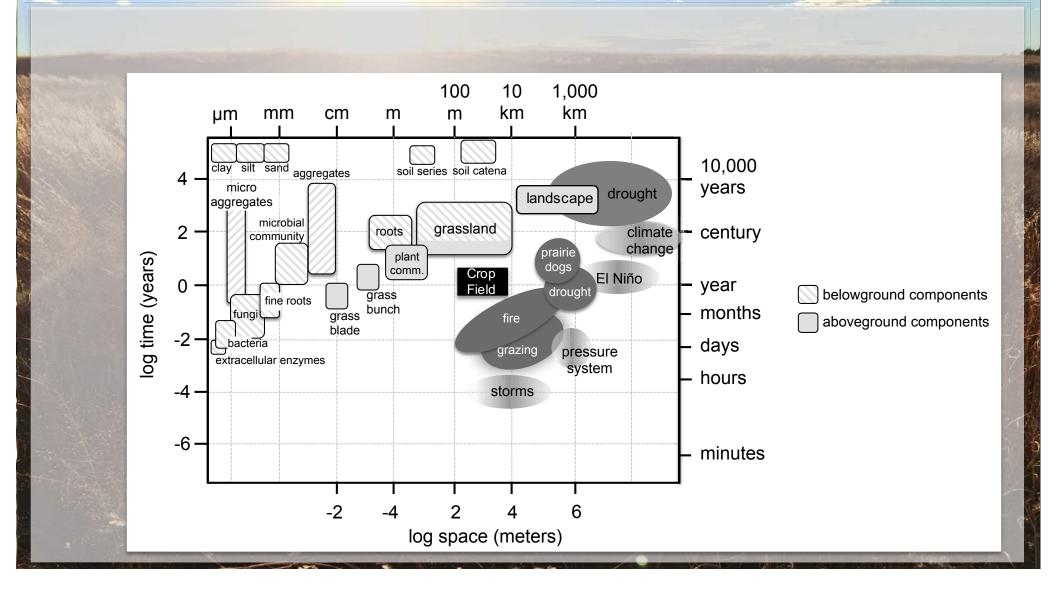


Figure. Palmer Drought Severity Index (PDSI) reconstructions for southeastern Kansas. (Layzell, 2012). PDSI values are from Cook and Krusic, 2004.





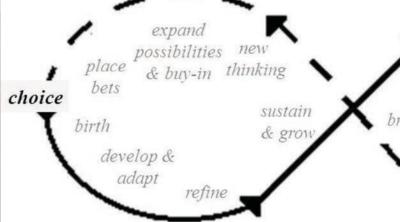






MATURITY/CONSERVATION

Productivity: Efficiency * Certainty * Stability * Hierarchical structure & process * Clear Tasks, Rules, Policies & Procedures * Standardization * Specialists * Fast Returns * Low Risk Tolerance



conserve
manage declining
ROI crisis
broad direction

confusion
shared vision
reconnect

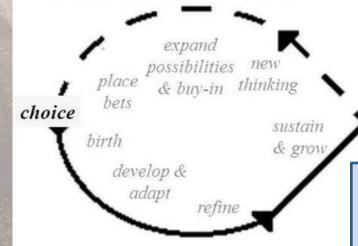
Effectiveness: Entrepreneurial * Generalists *
Roles * Adaptive structure and process *
Prototypes & Pilot Projects * Variation * Lag times
•Flexible funding * Flexible rules * Tolerance for
•Risk * Dead ends * Emerging Practice

Vision: Charismatic * Unraveling * Chaotic *
Loss, Anger, Blame, Conflict * Little structure
or process * Reflection * Relationships * Essence *
Values * Principles * New Energy & Urgency

DEVELOPMENTAL

CREATIVE DESTRUCTION/RELEASE





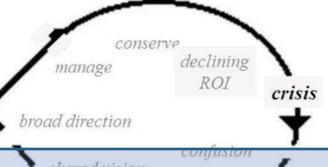
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shared vision

reconnect

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CREATIVE DESTRUCTION/RELEASE



First-hand insights * Outside ideas * Multiple Perspectives * Flat structure & process * Probes & Little Experiments * Options

expand
possibilities new
place & buy-in thinking
bets

choice
bets
sustain
& grow
develop & adapt
refine

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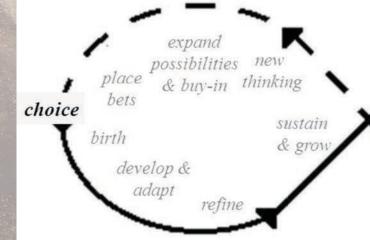
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REATIVE DESTRUCTION/RELEASE





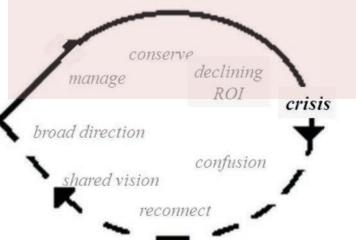
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CREATIVE DESTRUCTION/RELEASE

EXPLORATION

New Ideas: Creative * Messy * Uncertain*
First-hand insights * Outside ideas * Multiple
Perspectives * Flat structure & process *
Probes & Little Experiments * Options

MATURITY/CONSERVATION

Productivity: Efficiency * Certainty * Stability * Hierarchical structure & process * Clear Tasks, Rules, Policies & Procedures * Standardization * Specialists * Fast Returns * Low Risk Tolerance

As the system progresses to the K-phase... it is primed for collapse. The actual change is triggered by agents of disturbance (Holling 2001)."

choice bets bets buy-in thinking manage ROI crisi sustain & grow broad direction

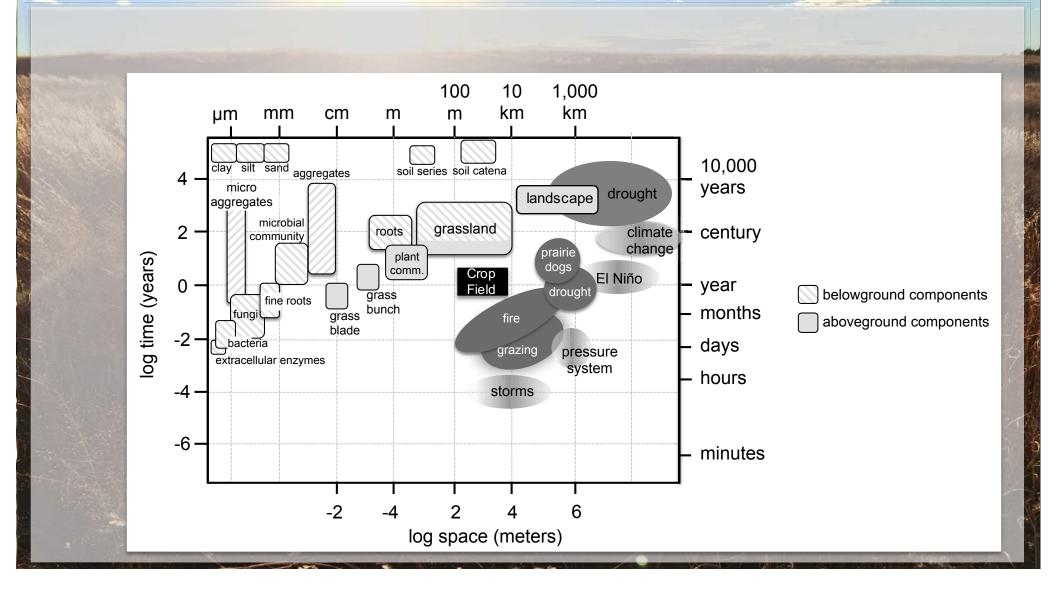
"The essential paradox... is that we seek to preserve what must change (Pickett & White 1985)."

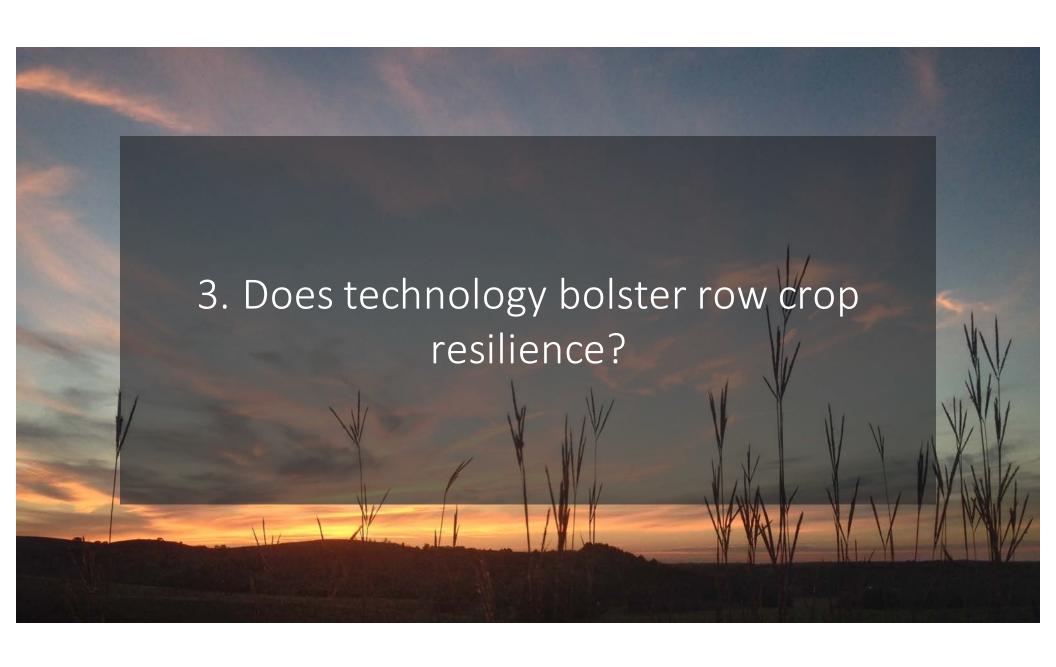
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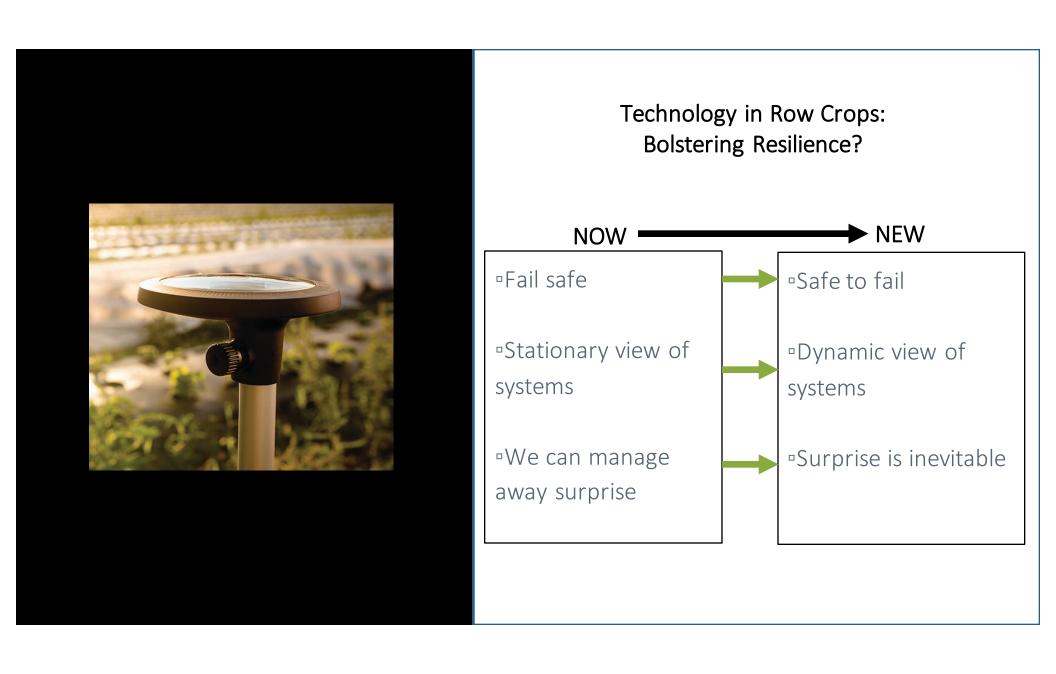
DEVELOPMENTAL

CREATIVE DESTRUCTION/RELEASE









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Thank you!

