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- News ▾
- Sports ▾
- Lifestyle ▾
- Outdoors ▾
- Weddings ▾
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Oglesby native publishes third book

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Oglesby native Dan **Ebener** recently published his third book, this one co-authored by his teaching colleague Fred Smith. The first two revolved around the topic of servant leadership. He remains on the theme of leadership in this book: "Strategic Planning: An Interactive Process for Leaders."

Why the focus on leadership?

"I just think the world needs a lot of change, and the only way it's going to change is through leadership."

The most recent book was born of the need for a textbook for a course **Ebener** and Smith teach as part of the Master of Organizational Leadership program at St. Ambrose University in Davenport, Iowa. The book was released this fall and is now in use in their classrooms, as well as in the consulting work **Ebener** does with businesses, churches and non-profit organizations, facilitating their strategic planning. He owns and operates Quad City Leadership Consulting and has had more than 100 clients.

"The issues might change, but the process remains the same," he said.

Among the organizations he has worked with are St. Bede Academy — which he graduated from in 1971 — and the Benedictine community. His current clients include a real estate company, a social work agency and a Catholic diocese.

"The true measure of leadership is not how many followers you lead, but how many leaders you develop," **Ebener** said, repeating an often-quoted statement from his first book. "That's really been the focus of my life the last 30 years — developing leaders in the community, leaders in the churches, leaders in nonprofit agencies and leaders in business."

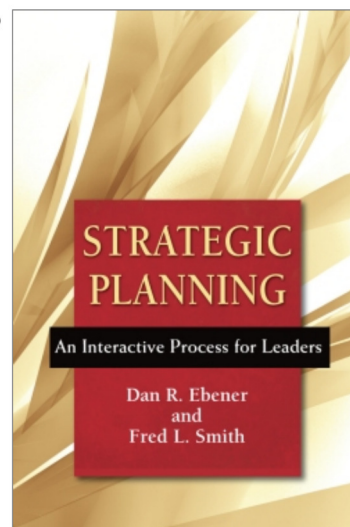
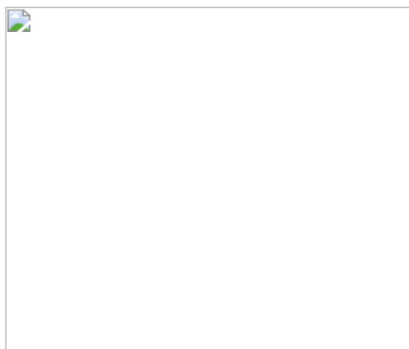
What is strategic planning?

"It's an 8-step process that we describe in the book," **Ebener** said. "It begins with asking the question, 'Who is going to be on the strategic planning team?' In our process we try to involve as many people as possible."

How does strategic planning help an organization?

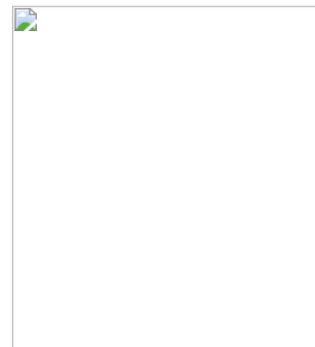
"The first thing it does is it gets everybody on the same page," **Ebener** said. "By involving large numbers of people, it builds a sense of ownership around the plan. It identifies certain milestones and goals, specific action steps that we're going to take, so we're very clear about who's going to do what by when."

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