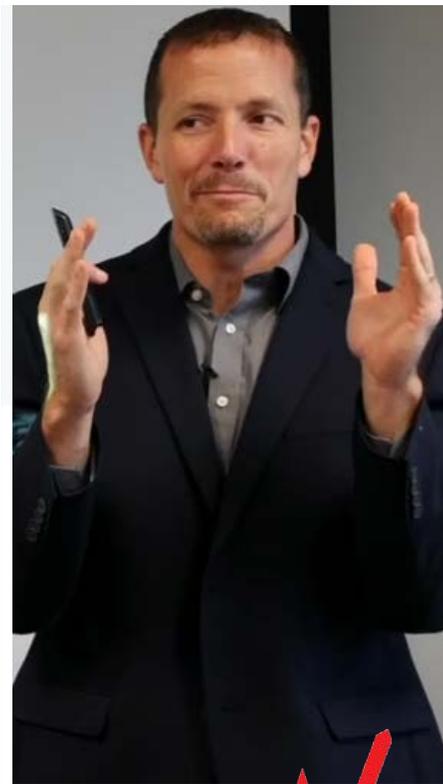


LEADERSHIP

DEVELOPMENT INSTITUTE

CULTIVATING LEADERS FOR THE FUTURE OF WATER



DEVELOPING TODAY'S LEADERS
INSPIRING TOMORROW'S

Agenda

- Introductions
- Timeline
- Start with Why
- Target Audience
- Curriculum
- Finances
- Future Plans

Introductions



Robin Shrader

IWEA Secretary Treasurer
& Workforce
Development Chair



Kate DeHaan

IWEA Association
Manager

LDI Inception Timeline

- Fall 2018 – Workforce Development Committee is born
- Fall 2019 – LDI Concept presented at the Annual Conference
- Spring 2020 – Everything on hold for COVID
- Spring 2021 – Begin receiving applications for 1st cohort
- Fall 2021 – Kickoff event at Annual Conference
- Spring 2022 – Begin receiving applications for 2nd cohort



Drivers and Distinctives

- Silver Tsunami – Boomers leaving the workforce en masse
- Update...it's not just the Boomers
- Filling a void where soft skills are lacking
- Engaging Professionals
- Affordable - \$1,500 (2022-2023 cohort)
- Conveniently located
- Manageable time commitment

Target Audience

Blue collar workers being promoted up through the ranks



Professionals or recent college grads, specifically in STEM fields

IWEA LDI Curriculum Overview

Module 1

Self-Leadership – understanding and leading ourselves

- Increase self-awareness through various personal and group assessment tools to understand areas for growth as a leader
- Understand personal communication style, individual strengths, and top values

Module 2

Leadership – influencing others

- Stages of leadership
- Motivating others
- Understanding your personal leadership style
- Prioritizing as a leader

Module 3

Teamwork – principles for leading and building teams

- Stages of teamwork
- Principles for building teams
- Effective meetings
- Multi-generational teams



IWEA LDI Curriculum Overview

Module 4

Organizational Planning – clarifying the purpose of your team/organization

- Characteristics of and building a healthy culture
- Strategic planning process
- Organizational structure

Module 5

Human Resources – techniques and terms related to leading people

- HR terms
- Interview techniques
- Model for HR
- Performance Management
- Diversity in the workplace

Module 6

Internal and Interpersonal Communication – connecting techniques and tactics

- Handling conflict
- Internal communication plan
- Crisis communication plan
- Intergenerational Communication
- Body language



IWEA LDI Curriculum Overview

Module 7

External Communication– communication to the community

- Branding
- Engaging your community
- Understanding your community

Module 8

Finance and Business– foundational principles of finance for leaders

- Budgeting
- Understanding financial statements
- Setting rates & Financial reporting
- Capital planning

Module 9

Developing Leaders & Succession– principles for developing leaders

- Leading change
- Succession planning
- Steps for developing leaders



IWEA LDI Curriculum Overview

Module 10

Course Summary and Presentations

- Group presentations
- Bringing the parts together
- Individual growth presentations
- The ultimate key to leadership

Other Components

- Subject matter experts
- Expert panels
- Interactive discussions
- Interactive activities
- Group roundtable discussion in between sessions
- Individualized action steps



Let's Talk Brass Tacks

- Application fee
- Tuition
- Sponsorships
- IWEA supplemental funding for startup



Future Plans

- Second cohort
- Partnership with other associations
- State Funding
- Grassroots programming



Questions

